



Information and Technology for Better Decision Making

2005 Workplace and Equal Opportunity Survey of Active-Duty Members

Administration, Datasets, and Codebook

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**2005 WORKPLACE AND EQUAL OPPORTUNITY
SURVEY OF ACTIVE-DUTY MEMBERS:
ADMINISTRATION, DATASETS, AND CODEBOOK**

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2005 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF ACTIVE-DUTY MEMBERS: ADMINISTRATION, DATASETS, AND CODEBOOK

Introduction

The *Human Resources Strategic Assessment Program* (HRSAP), Defense Manpower Data Center (DMDC), conducts both Web-based and paper-and-pencil surveys to support the personnel information needs of the Under Secretary of Defense for Personnel and Readiness [USD(P&R)]. These surveys assess the attitudes and opinions of the entire Department of Defense (DoD) community on a wide range of personnel issues. A Web-based survey program with postal- and e-mail notification, known as the *Status of Forces Surveys* (SOFS), provides data several times per year on active-duty and Reserve component members and DoD civilian employees. Paper-and-pencil surveys with postal- and e-mail notification are used to obtain data on sensitive topics (e.g., sexual harassment and race relations) and from populations who may have limited Internet access (e.g., spouses of active and Reserve members).

2005 Workplace and Equal Opportunity Survey of Active-Duty Members (2005 WEOA) utilized both modes of administration—the Web as well as paper-and-pen—and were designed to estimate the level and consequences of racial/ethnic harassment and discrimination. The field period of the *2005 WEOA* was administered from January 24 through March 31, 2005. A total of 91,024 people who were invited to participate in the survey actually participated in the survey. Of these, 102 (0.3%) were not eligible for the survey for various reasons (e.g., no longer on active duty, promoted to a pay grade above O-6). This left 32,268 eligible participants for the *2005 WEOA*, which represent an adjusted weighted response rate of 38.7%.

Overview of Report

This report also documents the procedures used to develop the instrument, design the sample, conduct the survey, process the data and prepare analysis weights. Along with the survey instrument and communications to the sample members (A, B and C, respectively), the methods section includes details on how the survey was conducted. DMDC (2007a) provides details on sampling and weighting.

Following the summary of the survey methodology is a description of the survey analysis file layout and key variables. Appendices D-M address key concepts required for the analysis of complex survey data and the structure of records in the survey analysis files are introduced in this section. The appendices in this report are listed below with a brief description:

- A and B – Web and paper survey instruments.
- C – Samples of all possible communications sent to sample members during the survey administration: letters, e-mails, and brochure.
- Conventions for variable naming and construction are provided in D (annotated questionnaire) and E (coding scheme),

- F, G, and H list the names and values of all variables in the basic-survey dataset and the Privacy-Act confidential variables.
 - F lists the variables in alphabetic order and flags the Privacy-Act confidential variables with an asterisk (*).
 - G lists the variables in the order that they appear in the dataset. Variables with the same function are grouped together, (i.e., all variables used for weighting are located together).
 - H provides a frequency for each variable with the SAS¹ values, OS flat file² values and SAS labels in the order that the variables appear in the dataset. In addition to the variables available on the basic-survey file, H contains details for the confidential variables that had to be suppressed to preserve the privacy of survey respondents and nonrespondents.
- I provides the record layout for the basic-survey flat file.
- The SAS code used to construct the analytic variables are included in J.
- Examples of analyses are provided in K.
- L lists all questionnaire items and identifies where they have been used in previous DMDC surveys of active-duty members.

Method

Survey Instrument

A copy of the 2005 WEOA Web and paper questionnaires are provided in A and B. The survey was subdivided into the following ten topic areas:

1. *Background Information*—Service, gender, paygrade, race/ethnicity, ethnic ancestry, and education.
2. *Family and Household Information*—Marital status, duration of relationship, race/ethnicity of spouse/significant other, and presence of dependents.
3. *Satisfaction and Retention Intention*—Degree expectations fulfilled regarding work and personal life, overall satisfaction with the military way of life, likelihood to stay on active duty, spouse/family support to stay on active duty, years spent in military service, willingness to recommend military service, characteristics of work environment, and commitment to serve.

¹ SAS® is a registered trademark of SAS Institute Inc., Cary, NC, USA.

² The OS flat file is a text version of the dataset. The variables are in the columns and the records are in the rows. This data can be loaded into any statistical software package.

4. *Military Workplace*—Location, time away from permanent duty station, deployments since September 11, 2001, and current deployment status; characteristics of and satisfaction with immediate supervisor; coworkers and workplace; mentoring; preparedness, morale, and unit cohesion.
5. *Stress, Health, and Well-Being*—Perceived stress and physical well-being.
6. *Personal Experiences*—Types and frequency of both personal and family experiences related to race/ethnicity, and DoD's/Service's responsibility to prevent racial/ethnic harassment and/or discrimination.
7. *One Situation of Race/Ethnic-Related Experiences*—If applicable, details pertaining to the most bothersome race/ethnic-related situation experienced during the 12 months prior to taking the survey, including type(s) of incident(s) experienced, where and when it occurred, characteristics of offenders, to whom behaviors were reported, reasons for not reporting and, if applicable, members' satisfaction with the complaint process and outcome.
8. *Personnel Policy and Practices*—Views on current racial/ethnic policies and leadership practices, and perceptions of race relations within the military and in the local community.
9. *Training*—Frequency and perceived effectiveness of training on racial/ethnic harassment and discrimination.
10. *Military/Civilian Comparisons*—Perceptions of opportunities/conditions in the military compared to civilian employment, and historical and military/ civilian comparisons of the prevalence of racial/ethnic harassment and discrimination.

Sample

The population of inferential interest for the 2005 WEOA consisted of active duty members of the Army, Navy, Marine Corps, Air Force, and Coast Guard, up to and including paygrade O-6, with at least 6 months service at the time that the survey was launched (the survey was launched on January 24, 2005). The sample for the 2005 WEOA consisted of 91,024 individuals; 32,268 ultimately provided usable survey responses.

Constructing the Frame and Drawing the Sample

The sampling frame consisted of 1,376,874 members from the Defense Manpower Data Center's (DMDC's) *June 2004 Active Duty Master File (ADMF)*, *June 2004 Active Duty Pay File*, *June 2004 Family Database File*, *June 2004 Basic Allowance for Housing (BAH)*, and the *June 2004 Defense Enrollment Eligibility Reporting System (DEERS)* file.

Stratification Variables

The frame was stratified (divided into mutually exclusive population groups) for sampling using the four variables listed in Table 1.

Table 1.
Stratification Variables.

Stratification Variable	Levels
Service	Army
	Navy
	Marine Corps
	Air Force
	Coast Guard
Region	U.S./U.S. territories
	Outside of U.S./U.S. territories
	Unknown
Paygrade Group	E1-E3
	E4, Unknown Enlisted
	E5-E6
	E7-E9
	W1 to O6, Unknown Officer
Race/Ethnicity	Non-Hispanic White
	Non-Hispanic Black
	Hispanic (any race)
	Non-Hispanic Native American
	Non-Hispanic Asian and Pacific Islander
	Other
	Unknown

Researchers identified population subgroups of particular interest to policy officials. These reporting domains were defined using the demographic variables shown in Table 2. Multiple versions of most of these variables were created to permit varying levels of detail for analysis and reporting.

The sample size and allocation were determined using the DMDC Sample Planning Tool (Deever & Mason, 2002). The Tool uses a formal mathematical procedure (Chromy, 1987) to determine the minimum cost (i.e., minimum size) allocation that meets precision requirements (e.g., ± 5 percentage points) imposed on prevalence estimates for key reporting domains.

Table 2.
Factors Defining Key Reporting Domains

Factor	Levels
Service (CSERVICE)*	Army
	Navy
	Marine Corps
	Air Force
	Coast Guard
Region (EOSREGION)*	U.S.
	Europe, Asia, Pacific Islands and Other
	Unknown
Race/Ethnicity (EOSRETH)*	Non-Hispanic White
	Non-Hispanic Black
	Hispanic
	Native American
	Asian and Pacific Islander
	Other
	Unknown
Paygrade Group (EOSCPAY)*	E1-E3
	E4, Unknown Enlisted
	E5-E6
	E7-E9
	W1 to O6, Unknown Officer
Gender (CSEX)	Male
	Female

*Stratification variables (see table 1).

Within each stratum, the sample was selected with equal probability and without replacement. Sampling rates varied across the strata, so individuals were not selected with equal probability overall. Table 3 presents a summary of the sample allocation for the total population and by gender, paygrade group, race/ethnicity, and geographic region by Service.

Table 3.***Sample Allocation for the 2005 Workplace and Equal Opportunity Survey of Active-Duty Members by Member Characteristics***

Sample	Total	Army	Navy	Marine Corps	Air Force	Coast Guard
<i>Total</i>	91,024	33,031	19,938	19,163	15,726	3,166
<i>Gender</i>						
Male	77,330	27,693	16,758	17,761	12,339	2,779
Female	13,694	5,338	3,180	1,402	3,387	387
<i>Paygrade Group</i>						
E1-E3	26,642	7,214	5,435	8,985	4,266	742
E4, Unknown Enlisted	16,571	6,463	3,753	2,947	2,685	723
E5-E6	18,523	4,832	5,033	3,181	4,514	963
E7-E9	4,137	1,338	839	759	920	281
W1 to O6, Unknown Officer	25,151	13,184	4,878	3,291	3,341	457
<i>Race/Ethnic Category</i>						
Non-Hispanic White	42,682	16,802	10,008	5,483	8,928	1,461
Non-Hispanic Black	16,741	6,893	3,607	3,167	2,386	688
Hispanic	16,582	4,604	2,651	6,812	1,733	782
Native American	5,080	1,355	1,410	1,482	729	104
Asian & Pacific Islander	6,947	2,420	1,807	1,600	1,120	0
Other, Unknown	2,992	957	455	619	830	131
<i>Region</i>						
US	67,851	22,819	16,057	13,869	11,965	3,141
Europe, Asia, PI and Other	23,026	10,165	3,881	5,292	3,688	0

Note. Counts for unknowns are not included.

Respondents

Sample Losses

The original sample file contained 91,024 records. Losses to the drawn sample are listed in Table 4. Sample members were lost for three main reasons: (1) self- or proxy-reported ineligibility, (2) nonlocatability, and (3) refusal to participate in the survey, or other nonresponse.

A total of 4,067 sample members were determined to be ineligible. Elimination of ineligibles decreased the sample to 95.53% (86,957) of its original size.

Table 4.
Final Sample Relative to Drawn Sample

	Sample Size n	% of Drawn Sample	Weighted n ²	% of Weighted Sample
<i>Drawn sample</i>	91,024		1,376,874	
Ineligible on master files	-3609	3.96%	-56,880	4.13%
Self-reported ineligible	-189	0.21%	-2,700	0.20%
Total: Ineligible	-3,798	4.17%	-59,580	4.33%
<i>Eligible sample</i>	87,226	95.83%	1,317,294	95.67%
Not located (estimated ineligible) ¹	-56	0.06%	-728	0.05%
Not located (estimated eligible) ¹	-10,654	11.70%	-151,481	11.00%
Total not located	-10,710	11.77%	-152,209	11.05%
<i>Located sample</i>	76,516	84.06%	1,165,085	84.62%
Active refuser	-497	0.55%	-6,765	0.49%
Returned blank	-24	0.03%	-390	0.03%
No return; respondent deployed	-3101	3.41%	-45,570	3.31%
Skipped key questions	-212	0.23%	-2,888	0.21%
Did not return a survey (estimated ineligible) ¹	-40,383	44.36%	-600,655	43.62%
Did not return a survey (estimated eligible) ¹	-44,217	48.58%	-656,268	47.66%
Total: Non-response	91,024			
<i>Usable responses</i>	32,299 ³	35.48%	508,818	36.95%

Notes:

1. The categories labeled 'Not located . . .' and 'Did not return a survey . . .' have to be broken down into additional subcategories labeled '(estimated ineligible)' and '(estimated eligible)'. The ineligible counts are based on an ineligible rate = Self-report ineligible / (Eligible Respondents + Unusable responses + Self-reported ineligible). Unusable responses include sample members who requested removal, returned blank surveys, or skipped key questions. The eligible counts are the complement of the ineligible count.
2. The observed counts of the various response categories are somewhat skewed by the oversampling employed in the sample design. Consequently, weighted counts are also provided because they are more representative of response propensity in the entire population.
3. Thirty-one cases were included in the weighting process as eligible respondents but deemed ineligible for reporting purposes. This accounted for the difference between 32,299 and 32,268 usable responses in the statistical methods report and other reports, respectively.

For postal mailings, member's residential address was used as the primary address. In cases where the residential address could not be identified, however, the member's unit address was used. Less than 12% (10,710) of the drawn sample was lost because sample members could not be located. These sample members had missing, incomplete, or out-of-date addresses on file, and steps designed to obtain complete, current addresses were unsuccessful.

Losses attributable to either ineligibility or an inability to locate sample member resulted in a sample that was 84% of the drawn sample. Among these remaining individuals, the following groups were classified as nonrespondents: sample members who contacted the operations contractor (by mail, fax, e-mail, Web, or telephone) and asked to have their names removed from the survey mailing list (93), sample members or proxy who contact the operations contractor and stated deployment was the reason for not taking the survey (404), sample members who returned blank or incomplete surveys (3,125), and sample members who did not return a survey (40,595).

Respondents included all sample members who completed 50% of applicable questions³ and answered the eligibility questions (consent to take the survey and Service as of the first day of survey fielding) and the critical items (at least one valid response in question 45, 46, 47 or 48). At the conclusion of the survey fielding, 32,268 eligible, locatable sample members had returned usable surveys to be used in reporting documents.

Location, Response and Completion Rates

Beginning in 1995, DMDC standardized its methods for calculating response rates and completion rates using procedures patterned after those advocated by the Council of American Survey Research Organizations (CASRO). CASRO noted that varying operational definitions of response rates can lead to problems or confusion (e.g., when awarding contracts requiring pre-specified response rates or when interpreting the results of a survey). As a result, CASRO formed a task force to recommend guidelines for standardizing the operational definitions of response rates. The new DMDC procedures closely follow CASRO's Sample Type II design (see Council of American Survey Research Organizations, 1982).

Table 5 shows the weighted and unweighted location, completion and response rates computed for the 2005 WEOA. The location rate is defined as the proportion of eligible sample members who were locatable. The completion rate is defined as the proportion of the located sample who returned usable surveys, while the response rate is defined as the proportion of eligible sample members who returned usable surveys. The response rate is computed as the product of the location rate and the completion rate.

Table 5.
Location Rates, Response Rates, and Completion Rates

Type of Rate	Observed Rate	Weighted Rates
Location (LR)	87.7%	88.5%
Completion (CR)	42.3%	43.8%
Response (RR)	37.1%	38.7%

Survey Development and Administration

The 2005 WEOA continues a line of research on equal opportunity issues of the active duty begun with the 1996 *Equal Opportunity Status of the Armed Forces Survey* (EOS1996). These surveys were designed to estimate the level and consequences of racial/ethnic harassment and discrimination. Many key topics covered by the 2005 WEOA were also included in its predecessors; however, questions have been updated, expanded, or streamlined in the 2005 WEOA. The survey was administered by both Web and paper-and-pencil questionnaires.

³ Applicable questions are those to be completed by all respondents and excluded items that could be skipped over depending on prior answers.

The survey was hosted on the operations contractor's secure Web site so that sample members could complete the survey online. At the entry point to the survey, sample members were prompted for their personal ticket number to gain entry to the survey. The Privacy Notice and a page of frequently asked questions (FAQ's) were provided.

The survey allowed respondents to return to the previous page or move to the next page. In addition, buttons located below the last Question on each page allowed the respondent to clear their response(s) or save and exit the survey. Questions were answered by clicking on radio buttons, check boxes or by making a choice from a drop-down list. The respondent could change answers or could save, exit, and return at another time to change answers. The final page had another "Save and Exit" button and a "Done" button, both with full text explanation of their functions.

For those people who had not completed the questionnaire on the Web system, we mailed the paper form to sample members along with the third reminder. This mailing was sent to 65,140 DoD sample members on March 2 - 5, 2005, and 2,202 Coast Guard sample members on March 7, 2005. (see Table 6 for more information on the mailings).

Survey Administration

The survey administration process began in January 2005, with the mailout of notification letters to sample members (minus original ineligibles). Up to four additional postal communications were mailed to sample members throughout the field period. In addition, sample members for which we had a valid e-mail address, could have received up to seven e-mail reminders during the field period. E-mails come from three sources: record data, DRC purchased and respondent given (the notification letter requests that they go to a web site to give an address). Postal and e-mail mailings stopped once the sample member returned their survey.

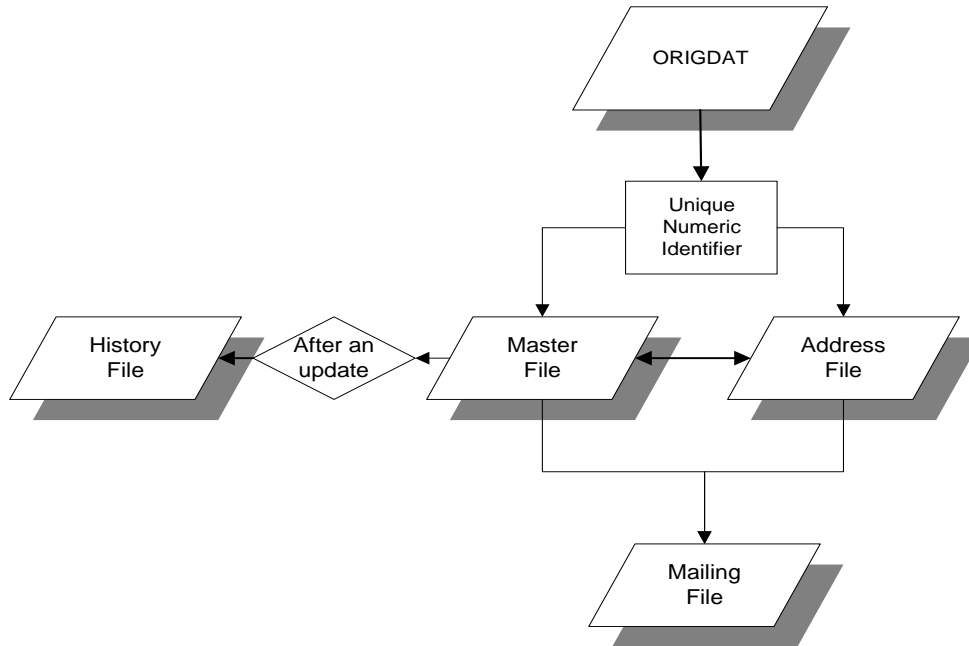
Survey Control System

The Survey Control System (SCS)⁴ was used to monitor the data collection process and to track all data transactions over the course of the survey administration. The datasets in the SCS include sample members' names and addresses, but do not contain data obtained from the survey instruments. Because of privacy concerns, SCS datasets are not available for basic release.

The operations contractor uses the SCS to store and update project data, monitor mailings, respond to documents returned as postal non-deliverables (PNDs), and determine survey participation and eligibility status. The SCS consists of five datasets: the ORIGDAT file, the ADDRESS file, the MASTER file, the HISTORY file, and the MAILING file. Figure 1 displays the relationships among those datasets.

⁴The SCS refers to the set of data files as well as the program or operating system which maintains those files.

Figure 1.
Survey Control System



ORIGDAT file. The ORIGDAT file consists of 91,024 records, one record for each member of the sample. It is the original sampling frame file sent to the operations contractor by DMDC. The original file is loaded onto the operations contractor's computer system and converted to a SAS dataset. As the file was converted into a SAS dataset, the SCS generated a unique identification number (INRECNO) for each record. This number identifies the sample member throughout the SCS and also in returns data sets, comment text files and other specify text files. The names and some demographic data from the ORIGDAT file were loaded into the MASTER file in preparation for the first mailing. The addresses from the ORIGDAT file were loaded into the ADDRESS file.

ADDRESS file. The ADDRESS tracked the postal and e-mail addresses that were maintained for each sample member. The ADDRESS file contains one record for each postal and address for each sample member (e.g., if there were five addresses located for one sample member during the survey administration, that sample member has five separate records in the ADDRESS file) yielding an ADDRESS file containing 403,206 records. Each record is uniquely identified by the combination of INRECNO (identifying the sample member) and an address number (ADDRNO) assigned to each address. This address number is the sequential order of receipt of the address for a particular sample member. For example, if a sample member has one address record in the ADDRESS file, the address number for that record is one. If the sample member faxed in a change of postal or e-mail address or a credit bureau forwarded an updated postal address for that sample member, the new address was added as address number two. The

ADDRESS file was initially loaded with postal and e-mail addresses from the ORIGDAT file. Each record in the ADDRESS file includes the sample member's INRECNO, address, the source of the address, and address priority code, a variable indicating whether the record is the highest priority address for this sample member, and variables indicating whether the address successfully reached the sample member.

The priority code assigned to a given address number for a sample member was used to determine the "best" or "highest priority" address for the sample member at any given time. It was originally determined by the source of the address. Address updates obtained directly from a sample member received a priority number of one. The order of priority of address sources from "highest priority" to "lowest priority" is as follows, respectively:

1. updates directly from a sample member (call, fax, e-mail, Web update or letter)
2. address corrections from the U.S. postal service (ACS [electronic address change service], ACRs [address correction requests], and ODFs [out-of-date-forwarded mail])
3. NCOA-updated addresses
4. credit bureau-updated addresses
5. DEERS residential addresses
6. DEERS unit addresses

MASTER file. The MASTER file is used by the SCS to select records for upcoming survey mailings. This file includes a record for each member of the sample and was initially created by extracting data from each record in the ORIGDAT file. Each MASTER record includes the sample member INRECNO and the address number for the highest priority postal and e-mail address in the ADDRESS file for this sample member. The MASTER file accommodated data updates through an automated process (e.g., updating the address number in use after the receipt of a postal or e-mail nondeliverable or Web update) or manual key entry (e.g., updating information in response to a telephone call, fax, letter return or e-mail from a sample member). As new information was received for a particular record (including changes to the highest priority address), the SCS updated the MASTER record (N=91,024) and wrote the old record to the HISTORY file. The MASTER file also contains a set of variables which summarize the sample member's participation in each of the mailings.

HISTORY file. The HISTORY file is a chronicle of the changes that occurred to the MASTER file. Each HISTORY record is a subset of an outdated MASTER record with the addition of a date and time stamp as the record is updated. That is, a HISTORY record is created when there is a name, address, paygrade, or eligibility status change in the MASTER file. Thus, the HISTORY file contains as many observations as there are updates to the MASTER file.

MAILING file. The MAILING file tracked all survey mailings (postal and e-mail). This file contains one record for either an item postal mailed or e-mailed during the survey administration or for tracking postal address updates from credit bureaus (N=862,707). Each

MAILING record includes the INRECNO, address number used, date of mailing, mailing status, type of mailing, and the mailing identification code (MIC).

Address Update Procedures

Initial Address Updates

Prior to the first mailing, the operations contractor ensured all domestic residential addresses were formatted to conform to U.S. Postal Service standards. Once the addresses were standardized, they were sent to an outside vendor where they were checked against the National Change of Address (NCOA) database. The NCOA software updated the address records (in standardized format) based on change-of-address cards filed with the U.S. Postal Service. The updated NCOA address file was returned to the operations contractor and integrated into the SCS. The NCOA-updated addresses were added to the ADDRESS file and became the current ADDRNO with the “highest priority code assigned” in the MASTER file.

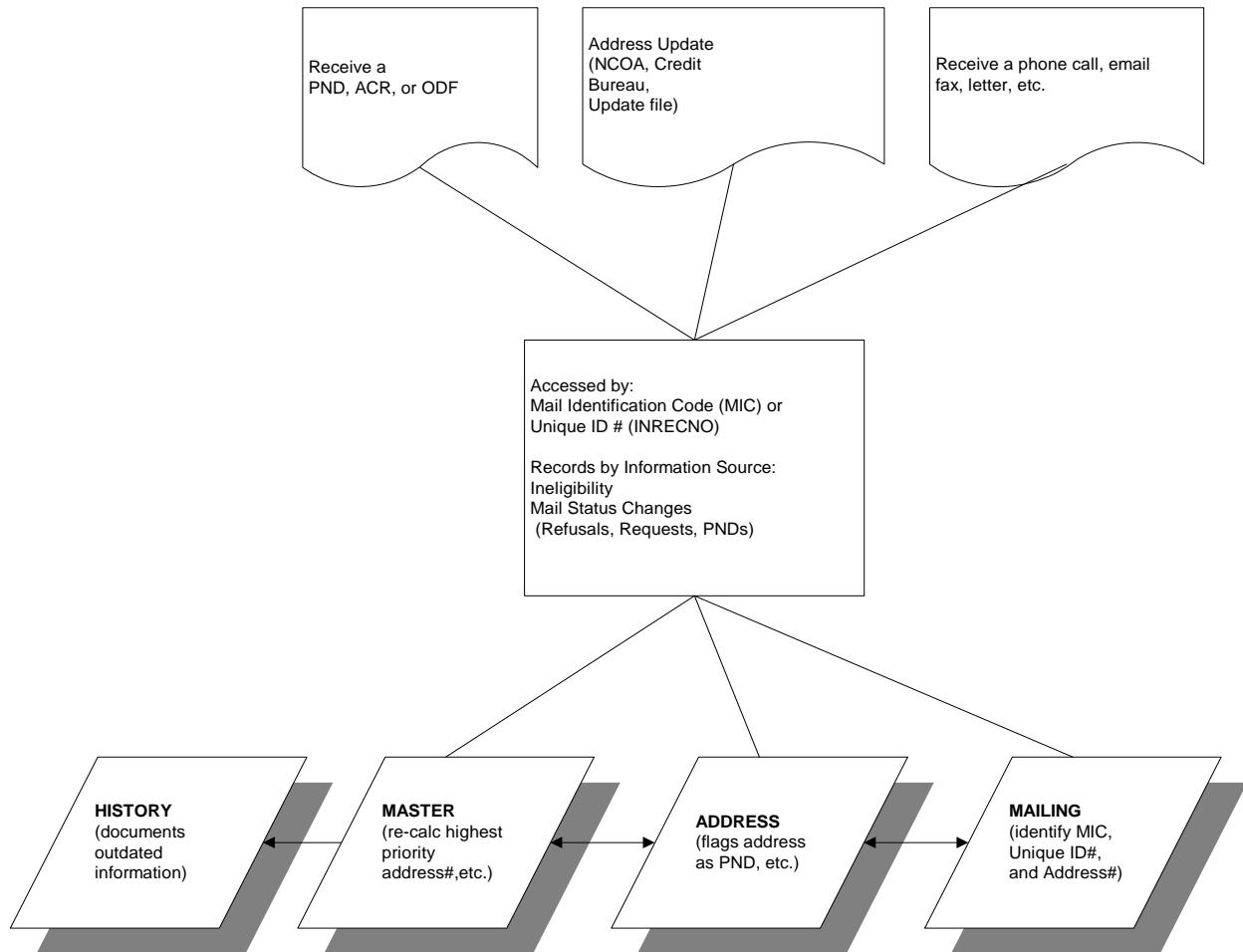
After the NCOA-updated data was added to the SCS, another file was compiled of sample members who had an incomplete address or an address identified by NCOA as an undocumented move (i.e., the sample member had moved, but NCOA did not have a new address). The operations contractor sent copies of this file to three credit bureaus (Experian, Trans Union and CSC Credit Services)⁵ to determine whether a complete, up-to-date address for these sample members could be found. The results were integrated into the SCS, updating records in the ADDRESS file.

Ongoing Address Updates

Address update procedures also occurred when (a) additional address records were received after NCOA processing, (b) a survey document was returned as undeliverable, (c) a sample member self-reported a name, rank, or address change, or (d) the U.S. Postal Service forwarded address correction information. Figure 2 outlines these procedures.

⁵Experian, Trans Union and CSC Credit Services are outside vendors with consumer-credit information databases. Social security numbers of sample members with incomplete or out-of-date address information were forwarded to the vendors for address updates when the mailing dataset contained no valid address.

Figure 2.
Address Updating Procedures



As a new address was entered into the ADDRESS file, its source (NCOA, credit bureau, postal Address Correction Requested card, telephone call, fax, letter, Web, or e-mail) was recorded and a new address number was assigned. The priority assigned to the address was based upon the source of the update and the date and time of the address (see the description of priority, for the ADDRESS file). At any given time, the current address used corresponded to the address number with the highest priority code.

If all known addresses for a sample member were returned Postal Non-Deliverable Mail (PND), the sample member's record in the MASTER file was flagged "no address available." All "no address available" records were forwarded to the three credit bureaus. The credit

bureaus returned files containing addresses for each submitted record, with the date on which the credit bureau received the address. If more than one address for a sample member was received from credit bureaus, the address number corresponding to the address with the most recent receipt date received the highest priority code. If one or more of the credit bureaus returned a previously unattempted address, the MASTER and ADDRESS files were updated and a re-mail was sent to the sample member. If none of the vendors had an updated address for the sample member, the operations contractor designated the sample member “nonlocatable” and stopped further mailings.

Processing of Updates

Updates from Sample Members

Sample members could provide an updated address in a variety of ways. Updates from sample members could be communicated via the toll-free telephone number (either by speaking to the operations contractor’s Call Center staff or by leaving a voice mail message). In addition, sample members could mail, fax, e-mail or the survey Web site all updated information was entered into the SCC. Updates made on the Web site were loaded directly into the SCS before the start of the survey; once the survey fielding period started, the Web update page was no longer available. Other updates were entered into the SCS by the operations contractor’s Call Center staff by the close of business on the day following receipt of the update.

Updates from the U.S. Postal Service

There are several types of address updates provided by the postal service. They are detailed below; each includes a description of the processing steps.

1. Postal Non-Deliverable Mail (PND): The sample member moved and no forwarding address was available. The mail piece was returned to the operations contractor. The operations contractor removed the letter from the envelope and scanned it to capture the Mailing Identification Code (MIC) in the lower right corner. A file of the MICs was loaded to the SCS so the records could be updated as PND. This was done as necessary to coincide with the mailing/re-mailing schedule. If sample member had another address on file (e.g., the unit address), that address was used for the next mailing for the next mailing. If no alternate address was on file, the Social Security Number was sent to the credit bureaus in search of a new address.
2. Address Change Service (ACS; electronic): About six weeks prior to the first mailing, the operations contractor applied to the postal service for the ACS. The postal service assigned a participant code, which was placed in the address block of the letter. The operations contractor requested semi-weekly files, which the postal service provided on diskette via Express Mail. The operations contractor loaded the files upon receipt or before another mailing was prepared.
3. Address Correction Requests (ACR; hard-copy): The outbound envelopes contained the endorsement “Address Service Requested.” The post office provided the corrections via hard copy cards that were sent to the operations contractor. The corrections were entered into the SCS by the operations contractor’s Call Center staff,

Survey Materials and Their Distribution

Each eligible sample member received at most four original mailings: a notification letter and brochure explaining the survey program, a reminder letter, a reminder letter with a paper survey and a third reminder letter. The notification and reminder letter mailings contained a letter, except for the second reminder which contained a letter, paper survey and business reply envelope. All letters included information about using the Web as an option to complete the survey.

In addition, e-mail was used to communicate with sample members. Not every sample member had an e-mail address. However, those sample members for whom we had an e-mail address received an e-mail announcement and up to eight e-mail reminders. Samples of the letters and e-mail communications are provided in C.

General Mailing Procedures

Prior to every mailing, the SCS searched the records in the MASTER file to identify which records should be excluded (e.g., sample members self-reported as ineligible for survey participation, sample members who had already returned survey forms, and members with no valid addresses available). For re-mails (sent between mailings), the SCS identified only those records that had been updated since the prior mailing. More specifically, the SCS identified records that had resulted in PNDs or had been manually flagged for re-mailing (e.g., in response to a sample member calling the operations contractor stating she or he had received a reminder/thank you letter but had not received a survey, etc.).

Once all records for a particular mailing or re-mailing were identified, the SCS processed the records based on whether or not the mailing would include a survey form. If the mailing group was large enough to lead to a cost savings from sorting, the records were run through Group 1 postal software to sort the records according to first-class presort postal regulations. After this procedure, a unique Mail Identification Code (MIC) was assigned to each record. The MIC was assigned either from the survey litho code list if a survey form was sent or independently if only a letter was sent.

Ticket Numbers for Web Survey Access

Prior to the first mailing, a list of ticket numbers⁶ for Web survey access was randomly generated. One secure ticket number was assigned to each sample member and remained linked to that member for the duration of the project. That is, while a member's MIC or lithocode changed with each mailing as described previously, the member's ticket number did not change. The member's unique ticket number was printed (along with the survey URL) in each letter, and e-mail sent to that individual. A member could not access the Web survey without using his or her ticket number.

⁶ Ticket numbers are eight alpha numeric characters generated at random.

Description of Letters

Letters were printed with the record's unique MIC listed in the address field and on the lower right corner of the letter. If the mailing included only letters (no survey forms), the letters were folded and machine inserted into window envelopes and sent by first class mail. Mailings that included a survey followed the same procedure through the letter printing process. The MIC on the cover letter was used to pair the letter with the correct enclosure. During the matching process, ten percent of the mailing was visually checked, comparing numbers printed on the letter with the survey number for quality control. Any mismatched pairs initiated further investigation of the matching process. This procedure ensured that each survey was sent to the person designated to receive it. Depending on the sample size, the letters and matched surveys were machine or hand inserted into envelopes, metered if necessary, and sent by first class mail.

The status of each mailing was tracked throughout the data collection so that address-correction information could be incorporated into all relevant mailings. When a mail piece came back PND, the next mail piece was sent to a new address (if one could be obtained during the mailing period). For all mailings, mail pieces that came back PND, re-mails were completed if a newer/updated address could be found.

DMDC provided the operations contractor with the text, letterhead and signature for the cover letters. The letters explained why the survey was being conducted, how the survey information would be used, and why participation was important. (See Appendix B for copies of the letters.) For DoD sample members, the letters were approved and printed on letterhead from the office of the Under Secretary of Defense. The letters were signed by the Under Secretary of Defense (Personnel and Readiness) David S.C. Chu. For Coast Guard sample members, the letters were approved and printed on letterhead from the office of the Assistant Commandant for Human Resources, United States Coast Guard. The letters were signed by the Assistant Commandant for Human Resources, Kenneth T. Venuto.

The letterhead and signature were printed in blue for DoD letters and in black and blue respectively for Coast Guard letters. The text and recipient information of all letters were printed in black. In addition to including a name and address (which was also used as the mailing information for the window envelopes), each letter included a personalized salutation. The salutation addressed each sample member by his/her rank. For example, a letter to a Navy E5 with the last name Smith would have included the salutation, "Dear Petty Officer Smith". Similarly, an Army O3 named Jones would have received a letter starting, "Dear Captain Jones". The address block also included service branch; for example, "Petty Officer John Smith USN" or "Captain Mary Jones USA".

Mailouts

Table 6 lists the mailing dates and return results for each of the mailouts and re-mailings. For the notification mailing, a letter was inserted into a #10 window envelope. The letter notified sample members that they were selected for this survey and encouraged their participation. The notification letter was mailed to 86,649 DoD sample members on January 10, 2005, and 3,141 Coast Guard sample members on January 11, 2005.

The first reminder letter asked sample members to complete the survey on a secure Web site. For this mailing, a letter was inserted into a #10 window envelope. The first reminder letter was mailed to 86,651 DoD and 3,139 Coast Guard sample members on January 19, 2005.

The second reminder letter was sent to 75,965 DoD and 2,607 Coast Guard sample members. The mailing was sent out February 7, 2005. The letter, inserted into a #10 window envelope, thanked sample members for completing the survey if they had done so, and reminded them to complete the survey if they had not.

The third reminder mailing was sent to sample members who hadn't responded. They were given the option to complete the survey on paper or on a secure Web site. For this mailing, a letter, paper survey and business reply envelope were inserted into a 9x12 window envelope. This mailing was sent to 65,140 DoD sample members on March 2 - 5, 2005, and 2,202 Coast Guard sample members on March 7, 2005.

The fourth reminder letter mailing was sent to sample members who hadn't responded. For this mailing, a letter was inserted into a #10 window envelope. The fourth reminder letter was mailed to 62,011 DoD and 2,114 Coast Guard sample members on March 16, 2005.

Table 6.
Mailing Timeline and Return Results

Mailing Numbers and Groups	Mail Drop Date	Number Sent	Number of PNDs
Notification DoD	1/10/05	86,649	13,066
Notification Coast Guard	1/11/05	3,141	278
<i>Subtotal: Notification</i>		89,790	13,344
Reminder 1 Letter DoD	1/19/05	86,651	13,445
Reminder 1 Letter Coast Guard	1/19/05	3,139	238
Reminder 1 Letter DoD Remail 1	1/27/05	1,388	414
Reminder 1 Letter DoD Remail 2	2/1/05	4,383	1,304
Reminder 1 Letter Coast Guard Remail 2	2/1/05	124	14
Reminder 1 Letter DoD Remail 3	2/3/05	3,685	1,294
Reminder 1 Letter Coast Guard Remail 3	2/3/05	70	7
<i>Subtotal: Reminder 1 Letter Survey</i>		99,440	16,716
Reminder 2 Letter DoD	2/7/05	75,965	9,498
Reminder 2 Letter Coast Guard	2/7/05	2,607	156
Reminder 2 Letter DoD Remail 1	2/14/05	6,758	2,054
Reminder 2 Letter Coast Guard Remail 1	2/14/05	111	12
Reminder 2 Letter DoD Remail 2	2/18/05	770	219
Reminder 2 Letter Coast Guard Remail 2	2/18/05	22	5
Reminder 2 Letter DoD Remail 3	2/25/05	921	247

Mailing Numbers and Groups	Mail Drop Date	Number Sent	Number of PNDs
Reminder 2 Letter Coast Guard Remail 3	2/25/05	11	1
<i>Subtotal: Reminder 2 Letter/Paper Instrument</i>		87,165	12,192
Reminder 3 Survey DoD	3/2/05–3/5/05	65,140	4,978
Reminder 3 Survey Coast Guard	3/7/05	2,202	55
Reminder 3 Survey DoD Remail 1	3/11/05	3,736	730
Reminder 3 Survey Coast Guard Remail 1	3/11/05	59	1
<i>Subtotal: Reminder 3 Survey</i>		71,137	5,773
Reminder 4 Letter DoD	3/16/05	62,077	2,841
Reminder 4 Letter Coast Guard	3/16/05	2,114	35
<i>Subtotal: Reminder 4 Letter</i>		64,191	2,876

E-mail was used to communicate with sample members. There were two sources for e-mails. The first source for e-mail addresses was the DEERS database. The second source were e-mail addresses purchased from an outside vendor. The outside vendor maintains a customer database of e-mail addresses that has been lawfully collected and compiled from consumers pursuant to a notice that advised them that their personal data was being collected. Table 7 below shows the percent of sample members for whom we had at least one valid e-mail by active-duty Service.

Table 7.
E-mail Address Availability by Active-Duty Service

	Army	Navy	Marine Corps	Air Force	Coast Guard	Total
Valid address available	64%	40%	24%	51%	33%	47%

Sample members with e-mail addresses received at most eight e-mail reminders. Table 8 lists the e-mail dates and e-mail addresses bounced. E-mail addresses “bounced” identifies the address was invalid at the time DMDC attempted contact. This is analogous to a postal PND. E-mail address “sent” is not the same as e-mail received. It is analogous to the non-PND return experienced during a mailed survey. It is not known if the mail was delivered to the intended individual, only that it was not returned.

Table 8.***E-mail Communication Timeline***

E-mail Numbers	E-mail Drop Date	Number Sent	Number Bounced
Notification	1/24/05	55,539	11,767
Reminder 1	2/1/05	35,412	1,210
Reminder 2	2/9/05	30,194	430
Reminder 3	2/16/05	27,090	377
Reminder 4	2/25/05	25,130	333
Reminder 5	3/7/05	23,745	159
Reminder 6	3/16/05	22,649	428
Reminder 7	3/24/05	21,236	122

Processing Returned Surveys

Once a respondent completes the survey, data are stored in an indexed file on the Web (data) server. Web and paper survey returns are merged into one dataset. Paper survey returns require additional work to input the data (explained below). Prior to providing each dataset to DMDC, the operations contractor copied the indexed file to their internal network using FTP protocol. The data are then converted to a sequential format, and the validate program reads and loads the data to the dataset.

All paper returned surveys were logged in and opened by the operations contractor upon receipt. If the envelope contained the survey booklet and other materials (e.g., extra comments, photographs, non-relevant items), the operations contractor separated it from the survey. Bundles of this type of correspondence (white mail) were sent to DMDC by regular surface mail or FedEx ground after all surveys were received. If the white mail appeared to be urgent, the operations contractor contacted DMDC to determine how it should be handled.

Survey booklets were batched for image scanning and assigned a batch number. The booklets were separated by pages, stacked in page/booklet, and forwarded for scanning. As the surveys were scanned, the batch number and a serial number (unique to each survey) were printed on each page of the survey.

The surveys were machine-edited for light marks, multiple marks, and alignment. Damaged forms were repaired, if possible, and scanned with non-damaged forms. If it was not possible to scan the documents, they were batched separately and key-entered.

Regardless of the mode of survey submission, the operations contractor processed all survey information according to DMDC approved administration plans and coding schemes.

DMDC Coding Scheme

To convert the raw data into the item scores that appear in the data files (basic-release and confidential files), DMDC provided the operations contractor with an annotated copy of the survey form (see D) and the coding notes (see E). Every attempt is made to capture all

information from completed surveys and preserve the data so that secondary analysts can later create variables that were not anticipated by DMDC researchers. To accomplish these goals, DMDC subscribes to a variety of coding conventions (E).

DMDC uses “forward” coding when coding inconsistent answers in items with skip patterns. Data on the starting Question accepted as marked and data for the items within the skip pattern are edited to be consistent with the starting question. However, an unedited version of each item is preserved in a confidential dataset.

For Web respondent, the coding scheme is used to “smart skip” respondent. This does not allow respondents to view questions that they have indicated with previous answers do not apply to them. For example, if respondents to this survey indicated on question 10 (EA010) that they do not currently have a spouse or significant other (Q10=60), then web respondents did not see question 17; spouse or significant other’s option on staying in active-duty service. EA017SK is a flag variable indicating whether question 17 (EA017) was answered consistently with the skip pattern.

Coding or Keying Open-Ended Items

The Web survey contained twenty-one open-ended items. The original text responses from these items were captured verbatim into a SAS[®] data set that is linked by the unique identification to the survey data. The paper form had fewer open-ended items. The operations contractor keyed all verbatim. Text data in the SAS[®] files for open-ended items were spell-checked. Identifiers (e.g., proper names, addresses, e-mail addresses, phone numbers, locations, or social security numbers) were replaced with generic terms.

Fifty-Record Check

After receiving the 5% of returned records, the operations contractor ran a “50-record check.” This is a check to verify that the coding scheme and skip patterns are working. DMDC checked the resulting data to determine if there were any unanticipated problems in the coding procedures (e.g., respondents were consistently answering in an unexpected manner). Minor corrections to these procedures were necessary as a result of this check and were reviewed by DMDC prior to production of the initial SAS[®] dataset. At the completion of the 50-record check, the operations contractor compiled the full set of returned surveys. The data were then cleaned and edited following the coding scheme.

Survey Analysis Files

This section (a) provides an overview of requirements for analysis of the data, (b) documents the structure of survey analysis files created for the 2005 WEOA survey, (c) describes the assembly of the analysis files, and (d) provides an overview of the variables in the survey analysis files.

Estimation

Analysis of this data requires use of weights to compensate for the unequal selection probabilities and to account for differential nonresponse among population subgroups. The analytic weights were poststratified to population totals so that weighted sample estimates would reflect population values.

In general, the procedures used to compute sample estimates of population parameters (including population totals, means, proportions), tests of hypotheses, regression relations, and their associated variances are derived from the probability structure that gives rise to the observations. As with other surveys involving complex probability structures, most of the parameter estimates of interest in this survey take the form of non-linear statistics. Examples include domain means and proportions where the denominator values are unknown and must be estimated from the sample data. The estimator takes the form of a ratio of random variables (i.e., the ratio of the estimated numerator and denominator totals or counts). In general, ratio estimates are not unbiased and their variances cannot be expressed in closed form. The variances are, therefore, approximated. The bias in a ratio estimate depends on the variance associated with the denominator total or count and can usually be ignored in samples having a large number of observations. As a working rule, the bias may be assumed negligible if the number of observations on which the estimate is based exceeds 30 or is otherwise large enough so that the coefficient of variation $[SE(x)/x]$ of the denominator is less than .10 (cf., Cochran, 1977, pp. 153-165).

Two common variance estimation methods for complex sample data are linearization (Taylor series approximation) and replication. Wolter (1985) provides a detailed discussion on methods used for variance estimation from sample surveys, including Taylor series approximation and replication methods.

Many of the standard statistical software packages, such as SPSS⁷ and older versions of SAS,⁸ compute variance estimates only for simple random samples. Using standard statistical programs with the appropriate eligibility indicator (ELIGFLG2) and the analytic weight (RKW0) to analyze this data will produce accurate point estimates, but variance estimates will not account for the complex sample design. Variables have been included in the analysis file so that Taylor series estimates can be computed for a stratified without replacement design, using either SUDAAN⁹ or the recently available SAS Survey Procedures.

⁷ SPSS® is a registered trademark of SPSS Inc., Chicago, IL, USA.

⁸ SAS added survey procedures in Version 7, expanding them in releases 8.0 and higher.

Data Structure

Care was taken in the preparation of the survey analysis files to provide basic access to data from the survey with sufficient information for accurate estimations, while meeting requirements for participant and non-participant anonymity. As described below, some detailed variables have been deleted from the basic-release files either because (a) they provide too great a chance of identifying an individual or (b) they are not needed to analyze the survey data. For the latter reason, some demographic variables are available on basic files only in a collapsed version. In addition to a basic-release file, a confidential file (containing a more complete set of variables than the basic-release file) has been prepared for internal DMDC use. Files were prepared as SAS and SPSS system files. An ASCII (Operating System or OS) flat file was prepared from the basic-release SAS system file. File names are indicated in Table 9.

Table 9.
Analysis File Names

Type of File	File Name
Basic-release File – SAS	WEOA05B.SAS7BDAT
Confidential File – SAS	WEOA05C.SAS7BDAT
Basic-release File - SPSS	WEOA05B.SAV
Basic-release File – OS	WEOA05B.DAT

The structure of the confidential file is shown in Figure 3. The confidential file contains the basic-release file plus additional confidential variables. All variables in the confidential file are documented in this report. F and G list all variables with a notation to indicate which variables are confidential and show where each variable is documented. Intermediate weighting variables that appear only in the confidential file are documented by DMDC (2007a). Variables that appear in collapsed form in the basic-release part of the file and in a fuller version only in the confidential file are discussed later.

Analyses

Both the confidential file and basic-release file contain 91,024 records, one for every sampled individual, 3,609 RSTATUS of whom were eligible according to administrative records as of July 2005. As depicted in Figure 3, these records can be divided into 3 subgroups. The *Nonrespondents* subgroup, includes all records indicated by ELIGFLG2=3, where no usable response was received or ineligibility could not be determined (58,536).

Assignment of a record to the other two subgroups was based on whether (a) an individual returned a “completed” survey (32,268); and (b) the individual was eligible for the survey (220). Final eligibility was limited to those in both the June 2004 Active Duty Master File (ADMF) and the June 2004 DEERS Medical PIT extract who did not contact the operations contractor to indicate that they were ineligible.

The analytic dataset should consist of records for the *Known Self- or Proxy- reported Ineligibles* and *Eligible Respondents* subgroups. Both the *Eligible Respondents* (ELIGFLG2=1) and *Known Self- or Proxy-reported Ineligibles* (ELIGFLG2=2) are included because both types of records were used for poststratification to population totals; both types of records are needed to compute accurate variance estimates by Taylor series linearization. To analyze the eligible completed responses use the analytic weight, RKW0, subset the file to ELIGFLG2 = 1, 2 (i.e., records with non-zero weights), and restrict the subpopulation for analysis to ELIGFLG2=1.

Figure 3.
The Structure of the Confidential File

Subgroups	Basic-release File	Confidential and Detailed Methodological Variables	Eligibility Flag Value and Number of Records
Nonrespondents/ Not Locatable			ELIGFLG2=3 n= 58,536
Known Self- or Proxy-Reported Ineligibles			ELIGFLG2=2 n= 220
Eligible Respondents			ELIGFLG2=1 n= 32,668

Note. The shaded portion represents the subset of the data typically required for analysis.

Variables in the Survey Analysis Files

Basic-survey Dataset

The variables in the basic-survey dataset fall into five categories: (1) Information gathered on the survey, (2) Variables constructed for analysis, (3) Information on operations, (4) Information from sampling and record data, and (5) Information on weighting. Variables are grouped in these categories in G and H.

Information gathered on the survey. □ These variables came directly from the survey or were constructed using only information from the survey. There is at least one variable for every item in the survey except for a few items that had to be removed to preserve confidentiality. The annotated questionnaire (see D) contains the item names, the values used to code the pre-specified alternatives, and references to applicable coding notes in E.

DMDC uses a standard naming convention for most variables. In general, the survey-derived variables can be classified as variables that begin with either “EA,” “SR,” or “X.” The naming of “EA” variables is reviewed using the example variable, “EA052A.” For the 2005

Workplace and Equal Opportunity Survey of Active-Duty Members, variables names begin with “EA” to denote the population (equal opportunity survey of active duty) and the survey administration year. The following three numbers correspond to the questionnaire item number. For example, the third through fifth digits indicate the main Question number (052), the sixth digit typically indicates the sub-Question item, such as (in this example) item A from a list of items in Question 52.

The “SR” variables are a set of primarily demographic items that are identically named across all DMDC surveys. The “SR” serves as a mnemonic for self-report with the remainder of the name indicating the data being collected. For example, “SRRACE” is the variable name for the item that asks sample members what race they consider themselves to be. Although all survey data are self-reported, the “SR” is used to distinguish survey-reported information from DMDC-provided information (e.g., the variable “SRRACE” from the survey is differentiated from the variable “RACE” from DMDC databases). When possible, “X” is reserved to create special crossing (marginal) variables for key analyses. “X” variables typically involve imputation for missing data and, like “SR” variables, are intended to be consistent across DMDC surveys. For more information on variable naming conventions, see E.

Variables constructed for analysis. An “R” as the last letter of a variable listed in F, G, and H is an indication that the variables may have been recoded to create special analysis. Only one version of each variable is available in basic-dataset. For example, certain demographic variables, including some information collected on the survey, had to be censored to preserve the anonymity promised to survey respondents and nonrespondents. For example, EA085BR is a recoding of EA085B.

Certain key demographic variables were constructed for DMDC analyses. These analytic variables, starting with “X,” are based primarily on self-reported information from the survey. Typically, where the self-reported information was missing on important demographics (e.g., Service, paygrade, location, or respondent gender) data were imputed from members’ administrative record.

The race and ethnicity questions were combined to be reported in accordance with the Standards for Maintaining, Collecting, and Presenting Federal Data on Race and Ethnicity (1997). Also, items were combined to derive employment indicators based on U.S. Census Bureau’s Decennial Census and Current Population Survey (2002).

J documents many of the decisions made in the analyses reported by DMDC (2007b). For a large number of survey items, analysts must make decisions on the treatment of special codes (such as Not Applicable.).

Information on operations. □The DMDC-provided identification number, WEOA0501, is unique and is used to identify responses as they are processed. Other variables are created by the operations contractor but are too detailed to be in the basic-release file.

Information from sampling and record data. □Most of the variables used in sample design and selection are too detailed to be in the basic-release file (see the later section on confidential variables).

Information on weighting. □Derivation of weights is discussed in detail in DMDC (2007a). See K for examples of analyses using these variables:⁹

ELIGFLG2	Eligibility Flag
RKW0	Final Weight with Non-response and Postratification Adjustments
TVSTR	Variance Estimation Strata
TOTAL	Stratum Population Totals Based on Sampling Frame Counts

Full Survey Dataset

In addition to variables on the basic-survey dataset, the full survey dataset also has five additional categories of variables: (1) the raw version of survey items that appear in a collapsed form in the basic-release section, (2) the raw version of key demographic variables used in analyses that appear in a collapsed form in the basic-release section; (3) detailed variables created by the operations contractor to document operations, (4) detailed variables used in sampling, and (5) detailed variables used in weighting. Variables are grouped in these categories in F, G and H.

Privacy Act confidential variables—survey data. □This section of the full survey dataset contains the original survey variables that had a recoded version in the basic-survey dataset. To the extent possible, recoded versions of these variables are in the basic-release file section under variables constructed for analysis.

Privacy Act confidential variables—analysis data. □This section of the full survey dataset contains the analytic variables constructed by DMDC. To the extent possible, recoded versions of these variables are in the basic-survey dataset section under variables constructed for analysis.

Privacy Act confidential variables—operations data. □This section of the full survey dataset contains operational variables created by the operations contractor. These variables are useful for methodological studies and/or were used in determining eligibility and response status.

The identifying variables describe how the record was processed once a survey was returned. The variables BATCH, SERIAL, and LITHO uniquely identify each returned survey. LITHO is the lithocode scanned from the survey. BATCH and SERIAL are the codes printed on

⁹ Two additional variables required for SUDAAN are on the dataset: NPSTRAT, poststratification population counts; and, PSTRATA, poststratification strata.

the survey during scanning to identify the scan batch number and scan order of each survey. These numbers can be used to retrieve the paper copy of a survey for a short time after it has been scanned (e.g., should researchers want to check electronically-stored information against the respondent's answer on the paper survey). DUPRET and DUPRET2 indicate the receipt of multiple returns. DUPRET2 includes blank returns in the multiple counts; DUPRET excludes these returns.

The classification variables describe how individual sample member's records were grouped and indexed. RFLAG_FIN indicates the final disposition status of a sample member (i.e., survey returned, blank survey returned, not locatable, or no return). Several other classification variables were used to categorize a survey's final disposition. These variables are: BLKREAS, SCSINEL, and REFUSE. BLKREAS codes the reason given by the sample member for returning a blank survey, SCSINEL indicates the reason given by the sample member for being ineligible, and REFUSE indicates whether a sample member refused to complete a survey.

Privacy Act confidential variables—sampling and record data. □ This section of the full survey dataset contains administrative file variables and constructed variables used in determining the sampling design. It also includes the sampling strata identifiers and counts.

Confidential variables—weighting. □ This section of the full survey dataset contains variables used in analysis of non-response and in the construction of the weights.

Using H

Regardless of whether analysts use all or only portions of the database, all analysts should replicate the results found in the tables in H. It is only by replicating these results that analysts can be sure that they are reading the data correctly. An annotated example of an H table is listed in Figure 4. (However, table does not reflect actual results.)

Figure 4.
Annotated Example of a Table from H

¹ WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on Survey

²EA023

³Are you currently in a military work environment where
members of your race/ethnicity are uncommon?

OS DATA ⁴		SAS DATA ⁵			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0009-0010	2	EA085R_	NUM	3	STDOS2

FREQ ⁶	PERCENT ⁷	OS VALUE ⁸	SAS VALUE ⁹	MEANING ¹⁰
1852	2.0	-9	.	No response
55226	60.7	-1	.B	No survey return
26342	28.9	1	1	No
7604	8.5	2	2	Yes
91024	100.1	TOTALS ¹¹		

¹²PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

¹³H-5

1. **Codebook title and item text.** The codebook title is the same for every table in H of this codebook. It lists survey name. If applicable, the indented text under the title presents the verbatim Question or instructions that accompany a specific item in the survey.
2. **Variable name.** The variable name for a survey item is up to eight characters in length and corresponds to the variable name that is used in the SAS[®]-based, basic-release data file. The conventions for naming survey-derived variables are documented in E. F and G contains a full listing of the basic-release file variables, as well as short descriptions of what the variables document.
3. **Survey item text.** For survey items, this text is the verbatim item wording. For other variables, this text provides a verbal description of the variable.
4. **Location of the item on the OS data file.** This block provides the location of the variable on the OS data file. The OS data block documents (a) the starting and ending column numbers where the data are stored and (b) the number of columns that the data occupy.
5. **SAS data file information.** This block indicates format name, variable type (character or number), length and informat of the data in the SAS[®] data file. The last block indicates the informat appropriate for reading the data from the OS data file.
6. **Counts of item value responses.** This column indicates the number of sample members who fall into the category corresponding to each value for the variable. The count provided for each variable value should correspond exactly to those that analysts

would obtain when running unweighted frequencies on all 36054 records in the accompanying database. Before running complex statistical analyses, analysts are encouraged to re-create these frequency tables. Re-creating the counts minimally ensures that the data are being correctly read by the analysts' computers and programs.

7. **Respondent percentages for each value.** This column indicates the percentage of sample members who marked each variable value. The percentages are calculated by dividing the row value in the "FREQ" column by the total listed at the bottom of the "FREQ" column. The percentages provided for each variable value should correspond exactly to those that analysts would obtain when running unweighted frequencies on all 36054 records in the accompanying database.
8. **Response OS values.** This column presents the OS (ASCII) code for the actual or re-coded response values for each survey item. Further details on the values in this column are found in either the annotated survey form or in E. For example, all negative values are found in E.
9. **Response SAS® values.** This column presents the SAS® code for the response values for each variable. Further details on the values in this column are found in either the annotated survey form or in E. An explanation of negative values is presented in E.
10. **Explanation of the item value codes.** This column presents brief verbal explanations of the OS and SAS® coding for each survey item. If the coded information corresponds to survey response alternatives, the text in the table is the verbatim response from the survey instrument. More detailed explanations are presented in the annotated survey form (D) and in E.
11. **Total of response frequencies and percents.** The number appearing at the bottom of the "FREQ" column is the total number of sample members in the basic-release file. This number is the same for every table in this codebook. That is, every sample member in the database is accounted for on every variable even if the variable indicates only that the information was missing for that sample member. The number appearing at the bottom of the "PERCENT" column is typically 100.0. Rounding error, however, occasionally causes the total percentage to be slightly above or below 100.0.
12. **Messages to analysts.** The messages alert analysts to situations specific to a variable including (a) rounding errors resulting in a total percentage other than 100 percent; (b) the variable having values that are "too numerous to list;" (c) extraction of the variable from another specified database; (d) creation of the variable from two or more variables specified in the message; and (e) further clarification of the survey item corresponding to the variable.
13. **Codebook page number.** This is the H page number corresponding to a specific variable. F and G identifies the page number in H where the variable can be found.

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Appendix A

**2005 Workplace and Equal Opportunity Survey of
Active-Duty Members:
Paper Form**

DMDC

RCS: DD-P&R(QD) 1946
Exp. 12/31/07
DMDC Survey No. 05-0001

2005 Workplace and Equal Opportunity Survey of Active-Duty Members

***Department of Defense
Human Resources
Strategic Assessment
Program (HRSAP)***



COMPLETION INSTRUCTIONS

- This is not a test, so take your time.
- Select answers you believe are most appropriate.
- Use a blue or black pen.
- Please PRINT where applicable.
- Place an "X" in the appropriate box or boxes.

RIGHT



WRONG



- To change an answer, completely black out the wrong answer and put an "X" in the correct box as shown below.

CORRECT ANSWER



INCORRECT ANSWER



- Do not make any marks outside of the response and write-in boxes.

MAILING INSTRUCTIONS

- Please return your completed survey in the business reply envelope. (If you misplaced the envelope, mail the survey to DMDC, c/o Data Recognition Corp., P.O. Box 5720, Hopkins, MN 55343).
- If you are returning the survey from another country, be sure to return the business reply envelope only through a U.S. government mail room or post office.
- Foreign postal systems will not deliver business reply mail.

PRIVACY ACT & INFORMED CONSENT STATEMENT

In accordance with the Privacy Act, this notice informs you of the purpose of this survey and how the findings of this survey will be used. Please read it carefully.

AUTHORITY: 10 United States Code, Sections 136, 481, 1782, and 2358.

PRINCIPAL PURPOSE: Information collected in these surveys will be used to report attitudes and perceptions about personnel programs and policies. This information will assist in the formulation of policies which may be needed to improve the working environment. Reports will be provided to the Offices of the Secretary of Defense and the Secretary of Homeland Security, each Military Department, and the Joint Chiefs of Staff.

Findings will be used in reports and testimony provided to Congress. Some findings may be published by Defense Manpower Data Center (DMDC) or in professional journals, or presented at conferences, symposia, and scientific meetings. In no case will the data be reported or used for identifiable individual(s).

ROUTINE USES: None.

DISCLOSURE: Providing information on this survey is voluntary. There is no penalty if you choose not to respond. However, maximum participation is encouraged so that data will be complete and representative. Your survey responses will be treated as confidential. Identifying information will be used only by persons engaged in, and for purposes of, the survey research.

STATEMENT OF RISK: The data collection procedures are not expected to involve any risk or discomfort to you. The only risk to you is accidental or unintentional disclosure of the data you provide. However, DMDC has a number of policies and procedures to ensure that survey data are safe and protected. If you have any questions about this survey, please contact HRSurvey@osd.pentagon.mil. For questions regarding Human Subjects issues contact NPRST Protection of Human Subjects Committee at (901) 874-4994, (DSN) 882-4994, or nprstpao@persnet.navy.mil

YOUR BACKGROUND

1. I voluntarily consent to participate in this survey.

- ☒ Yes
☒ No - stop here and return the survey

2. In what Service were you on active duty on January 24, 2005?

- ☒ Army ☒ Air Force
☒ Navy ☒ Coast Guard
☒ Marine Corps
☒ None, you were separated or retired - stop here and return the survey

3. Are you . . . ?

- ☒ Male ☒ Female

4. What is your current paygrade? *Mark one.*

- | | | | |
|---|---|---|--|
| <input checked="" type="checkbox"/> E-1 | <input checked="" type="checkbox"/> E-6 | <input checked="" type="checkbox"/> W-1 | <input checked="" type="checkbox"/> O-1/O-1E |
| <input checked="" type="checkbox"/> E-2 | <input checked="" type="checkbox"/> E-7 | <input checked="" type="checkbox"/> W-2 | <input checked="" type="checkbox"/> O-2/O-2E |
| <input checked="" type="checkbox"/> E-3 | <input checked="" type="checkbox"/> E-8 | <input checked="" type="checkbox"/> W-3 | <input checked="" type="checkbox"/> O-3/O-3E |
| <input checked="" type="checkbox"/> E-4 | <input checked="" type="checkbox"/> E-9 | <input checked="" type="checkbox"/> W-4 | <input checked="" type="checkbox"/> O-4 |
| <input checked="" type="checkbox"/> E-5 | | <input checked="" type="checkbox"/> W-5 | <input checked="" type="checkbox"/> O-5 |
| | | | <input checked="" type="checkbox"/> O-6 or above |

5. Are you Spanish/Hispanic/Latino?

- ☒ No, not Spanish/Hispanic/Latino
☒ Yes, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/Hispanic/Latino

6. What is your race? *Mark one or more races to indicate what you consider yourself to be.*

- ☒ White
☒ Black or African American
☒ American Indian or Alaska Native
☒ Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)
☒ Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)

Ancestry refers to your ethnic origin or descent, "roots," or heritage. It may refer to your parents or ancestors country of birth before their arrival in the United States. If you were not born in the United States, ancestry may also refer to your country of birth. If you have more than one origin and cannot identify with a single ancestry group, you may report two ancestry groups (for example, German-Irish). Do not report a religious group as your ancestry.

7. What is your ancestry or ethnic origin? (For example, Italian, Jamaican, African American, Cambodian, Cape Verdean, Norwegian, Dominican, French Canadian, Haitian, Korean, Lebanese, Polish, Nigerian, Mexican, Taiwanese, Ukrainian, and so on.)

Please print.

8. What is the highest degree or level of school that you have completed? *Mark the one answer that describes the highest grade or degree that you have completed.*

- ☐ 12 years or less of school (no diploma)
- ☐ High school graduate--high school diploma or equivalent (e.g., GED)
- ☐ Some college credit, but less than 1 year
- ☐ 1 or more years of college, no degree
- ☐ Associate's degree (for example, AA, AS)
- ☐ Bachelor's degree (for example, BA, AB, BS)
- ☐ Master's, doctoral, or professional school degree (for example, MA, MS, MEng, MBA, MSW, PhD, MD, JD, DVM)

FAMILY AND HOUSEHOLD INFORMATION

9. What is your marital status? *Mark one.*

- ☐ Married
- ☐ Separated
- ☐ Divorced
- ☐ Widowed
- ☐ Never married

10. How many years have you been married to your current spouse? If you are not married, how long have you been in a relationship with your current significant other (that is, girlfriend or boyfriend)?

- ☐ Does not apply; I am not married and I do not have a girlfriend/boyfriend ⇒ IF DOES NOT APPLY, THEN GO TO QUESTION 13
- ☐ Less than 1 year
- ☐ 1 year to less than 6 years
- ☐ 6 years to less than 10 years
- ☐ 10 years or more

11. Is your spouse/significant other Spanish/Hispanic/Latino?

- ☐ No, not Spanish/Hispanic/Latino
- ☐ Yes, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/Hispanic/Latino

12. What race is your spouse/significant other? *Mark one or more races to indicate what you consider your spouse/significant other to be.*

- ☐ White
- ☐ Black or African American
- ☐ American Indian or Alaska Native
- ☐ Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)
- ☐ Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)

The definition of "child, children, or other legal dependents" includes anyone in your family, except your spouse, who has, or is eligible to have, a Uniformed Services identification card (military ID card) or is eligible for military health care benefits and is enrolled in the Defense Enrollment Eligibility Reporting System (DEERS).

13. Do you have a child, children, or other legal dependents based on the definition above?

- ☐ Yes
- ☐ No

SATISFACTION AND RETENTION INTENTION

14. In general, has your life been better or worse than you expected when you first entered the military?

- ☐ Much better
- ☐ Better
- ☐ Neither better nor worse
- ☐ Worse
- ☐ Much worse

15. In general, has your work been better or worse than you expected when you first entered the military?

- ☐ Much better
- ☐ Better
- ☐ Neither better nor worse
- ☐ Worse
- ☐ Much worse

16. Suppose that you have to decide whether to stay on active duty. Assuming you could stay, how likely is it that you would choose to do so?

- ☐ Very likely
- ☐ Likely
- ☐ Neither likely nor unlikely
- ☐ Unlikely
- ☐ Very unlikely

17. Does your spouse or significant other think you should stay on or leave active duty?

- ☐ Strongly favors staying
- ☐ Somewhat favors staying
- ☐ Has no opinion one way or the other
- ☐ Somewhat favors leaving
- ☐ Strongly favors leaving
- ☐ Does not apply; I am not married and I do not have a girlfriend/boyfriend

18. Does your family think you should stay on or leave active duty?

- ☐ Strongly favors staying
- ☐ Somewhat favors staying
- ☐ Has no opinion one way or the other
- ☐ Somewhat favors leaving
- ☐ Strongly favors leaving

- ◆ 19. How many years of active-duty service have you completed (including enlisted, warrant officer, and commissioned officer time)? *To indicate less than 1 year, enter "0". To indicate 35 years or more, enter "35".*

YEARS

20. Do you have children aged 10 or older with whom you talk about careers, jobs, and education?

☐ Yes
☐ No ⇒ IF NO, THEN GO TO QUESTION 22

21. When you talk with your children about their future, do you encourage them to consider the military?

☐ Yes
☐ No

22. If you had a close personal friend considering active-duty military service, would you recommend that he/she join? *Mark "Yes" or "No" for each item.*

	Yes	No
a. A friend who is White	<input type="checkbox"/>	<input type="checkbox"/>
b. A friend who is Black or African American ...	<input type="checkbox"/>	<input type="checkbox"/>
c. A friend who is American Indian or Alaska Native	<input type="checkbox"/>	<input type="checkbox"/>
d. A friend who is Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)	<input type="checkbox"/>	<input type="checkbox"/>
e. A friend who is Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)	<input type="checkbox"/>	<input type="checkbox"/>
f. A friend who is Spanish/Hispanic/Latino	<input type="checkbox"/>	<input type="checkbox"/>

23. Are you currently in a military work environment where members of your race/ethnicity are uncommon?

☐ Yes
☐ No

24. Overall, how satisfied are you with the military way of life?

☐ Very satisfied
☐ Satisfied
☐ Neither satisfied nor dissatisfied
☐ Dissatisfied
☐ Very dissatisfied

25. How much do you agree or disagree with each of the following statements? *Mark one answer for each statement.*

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. I enjoy serving in the military	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Serving in the military is consistent with my personal goals	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. If I left the military I would feel like I'm starting all over again	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. I would feel guilty if I left the military	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Generally, on a day-to-day basis, I am happy with my life in the military	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. It would be difficult for me to leave the military and give up the benefits that are available in the Service	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. I would not leave the military right now because I have a sense of obligation to the people in it	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. I really feel as if the military's values are my own	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. I would have difficulty finding a job if I left the military	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Generally, on a day-to-day basis, I am proud to be in the military	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. If I left the military, I would feel like I had let my country down	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. I continue to serve in the military because leaving would require considerable sacrifice	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. I feel like being a member of the military can help me achieve what I want in life	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. One of the problems with leaving the military would be the lack of available alternatives	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
o. I am committed to making the military my career	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
p. My Service's evaluation/selection system is effective in promoting its best members	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
q. I am proud to tell others that I am a member of my Service	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

YOUR MILITARY WORKPLACE

26. Where is your permanent duty station located?

Mark one.

- ☐ In one of the 50 states, DC, Puerto Rico, or a U.S. Territory or possession

Please print the two-letter postal abbreviation--for example, "AK" for Alaska.

- ☐ Europe (e.g., Bosnia-Herzegovina, Germany, Italy, Serbia, United Kingdom)
☐ Former Soviet Union (e.g., Russia, Tajikistan, Uzbekistan)
☐ East Asia and Pacific (e.g., Australia, Japan, Korea)
☐ North Africa, Near East or South Asia (e.g., Bahrain, Diego Garcia, Kuwait, Saudi Arabia)
☐ Sub-Saharan Africa (e.g., Kenya, South Africa)
☐ Western Hemisphere (e.g., Cuba, Honduras, Peru)
☐ Other or not sure

27. Where do you live at your permanent duty station?

Mark one.

- ☐ Aboard ship
☐ Barracks/dorm/BEQ/UEPH/BOQ/UOPH military facility
☐ Military family housing, on base
☐ Military family housing, off base
☐ Privatized military housing that you rent on base
☐ Privatized military housing that you rent off base
☐ Civilian housing that you own or pay a mortgage on
☐ Civilian housing that you rent
☐ Other

28. In the past 12 months, how many nights have you been away from your permanent duty station because of your military duties? To indicate none, enter "0".

NIGHTS

29. Since September 11, 2001, have you been deployed for any of the following operations? Mark "Yes" or "No" for each item.

	Yes	No
a. Operation Noble Eagle	<input type="checkbox"/>	<input type="checkbox"/>
b. Operation Enduring Freedom	<input type="checkbox"/>	<input type="checkbox"/>
c. Operation Iraqi Freedom	<input type="checkbox"/>	<input type="checkbox"/>
d. Other	<input type="checkbox"/>	<input type="checkbox"/>

30. Have you been deployed to a combat zone or an area where you drew imminent danger or hostile fire pay since September 11, 2001?

- ☐ Yes
☐ No ⇒ IF NO, THEN GO TO QUESTION 32

31. How many days have you been deployed to a combat zone or an area where you drew imminent danger or hostile fire pay since September 11, 2001? To indicate 1000 days or more enter "999".

DAYS

32. Are you currently on a deployment of 30 days or more?

- ☐ Yes
☐ No

33. What is the paygrade of your immediate supervisor in your current military work group?

- ☐ E4 or below
☐ E5-E6
☐ E7-E9
☐ W1-W5
☐ O1-O3
☐ O4 or above
☐ Civilian (GS/GM/WG/WL/WS/SES/Other)

34. What is the race/ethnic background of your immediate supervisor in your current military work group? Mark one or more to describe his/her race/ethnicity.

- ☐ White
☐ Black or African American
☐ American Indian or Alaska Native
☐ Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)
☐ Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)
☐ Spanish/Hispanic/Latino

- ◆ 35. How much do you agree or disagree with the following statements about your supervisor? *Mark one answer for each statement.*

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. You trust your supervisor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Your supervisor ensures that all assigned personnel are treated fairly	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. There is very little conflict between your supervisor and the people who report to him/her	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Your supervisor evaluates your work performance fairly	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Your supervisor assigns work fairly in your work group	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. You are satisfied with the direction/supervision you receive . . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

36. In your opinion, have you had a mentor while in the military?

- ☐ Yes, you have one now
☐ Yes, you had one, but you don't have one now
☐ No, but you would have liked one
☐ No, and you never wanted one
☐ Not sure or you do not know what a mentor is

37. How much do you agree or disagree with the following statements about the people you work with at your workplace? *Mark one answer for each statement.*

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. There is very little conflict among your coworkers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Your coworkers put in the effort required for their jobs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. The people in your work group tend to get along	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. The people in your work group are willing to help each other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. You are satisfied with the relationships you have with your coworkers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. You put more effort into your job than your coworkers do	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

38. How much do you agree or disagree with the following statements about your workplace? *Mark one answer for each statement.*

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. I know what is expected of me at work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. I have the materials and equipment I need to do my work right	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. At work, I have the opportunity to do what I do best every day	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. In the last 7 days, I have received recognition or praise for doing good work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. My supervisor, or someone at work, seems to care about me as a person	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. There is someone at work who encourages my development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. At work, my opinions seem to count.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. The mission/purpose of my Service makes me feel my job is important . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. My coworkers are committed to doing quality work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. I have a best friend at work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. In the last 6 months, someone at work has talked to me about my progress	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. This last year, I have had opportunities at work to learn and to grow	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. At my workplace, a person's job opportunities and promotions are based only on work-related characteristics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. My supervisor helps everyone in my work group feel included	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
o. I trust my supervisor to deal fairly with issues of equal treatment at my workplace	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
p. At my workplace, all employees are kept well informed about issues and decisions that affect them	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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39. How much do you agree or disagree with the following statements about the work you do at your workplace? *Mark one answer for each statement.*

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. Your work provides you with a sense of pride	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Your work makes good use of your skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. You like the kind of work you do	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Your job gives you the chance to acquire valuable skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. You are satisfied with your job as a whole	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

40. Overall, how well prepared ...

	Very poorly prepared	Poorly prepared	Neither well nor poorly prepared	Well prepared	Very well prepared
a. Are <u>you</u> to perform your wartime job?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Is <u>your unit</u> to perform its wartime mission?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

41. How would you rate ...

	Very low	Low	Moderate	High	Very high
a. <u>Your</u> current level of morale?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. The current level of morale <u>in your unit</u> ?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

42. How much do you agree or disagree with the following statements about your unit? *Mark one answer for each statement.*

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. Service members in your unit really care about each other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Service members in your unit work well as a team	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Service members in your unit pull together to get the job done	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Service members in your unit trust each other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

STRESS, HEALTH, AND WELL-BEING

43. In the past month, how often have you ...

	Very often	Fairly often	Sometimes	Almost never	Never
a. Been upset because of something that happened unexpectedly?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Felt that you were unable to control the important things in your life?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Felt nervous and stressed?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Felt confident about your ability to handle your personal problems?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Felt that things were going your way?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Found that you could not cope with all of the things you had to do?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Been able to control irritations in your life?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Felt that you were on top of things?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Been angered because of things that were outside of your control? ...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Felt difficulties were piling up so high that you could not overcome them?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

44. How true or false is each of the following statements for you? *Mark one answer for each statement.*

	Definitely true	Mostly true	Mostly false	Definitely false
a. I am as healthy as anybody I know	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. I seem to get sick a little easier than other people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. I expect my health to get worse	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. My health is excellent	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

PERSONAL EXPERIENCES

In this part of the survey, you are asked how often you have experienced various incidents during the past 12 months. Please report only on the past 12 months so that annual rates can be estimated.

How frequently during the past 12 months have you been in circumstances where you thought . . .

For each item a-o, mark one response for question 45 and one response for question 46.

45. Military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)

46. Civilians in the local community around an installation

	Often	Sometimes	Once or twice	Never
a. Made unwelcome attempts to draw you into an offensive discussion of racial/ethnic matters?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Told stories or jokes which were racist or depicted your race/ethnicity negatively?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Were condescending to you because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Put up or distributed materials (for example, pictures, leaflets, symbols, graffiti, music, stories) which were racist or showed your race/ethnicity negatively?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Displayed tattoos or wore distinctive clothes which were racist?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Did not include you in social activities because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Made you feel uncomfortable by hostile looks or stares because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Made offensive remarks about your appearance (for example, about skin color) because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Made remarks suggesting that people of your race/ethnicity are not suited for the kind of work you do?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Made other offensive remarks about your race/ethnicity (for example, referred to your race/ethnicity with an offensive name)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. Vandalized your property because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. Made you feel threatened with retaliation if you did not go along with things that were racially/ethnically offensive to you?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. Physically threatened or intimidated you because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. Assaulted you physically because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
o. Bothered or hurt <u>any of your family</u> in the ways listed above because of your or your family's race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Often	Sometimes	Once or twice	Never
a. Made unwelcome attempts to draw you into an offensive discussion of racial/ethnic matters?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Told stories or jokes which were racist or depicted your race/ethnicity negatively?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Were condescending to you because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Put up or distributed materials (for example, pictures, leaflets, symbols, graffiti, music, stories) which were racist or showed your race/ethnicity negatively?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Displayed tattoos or wore distinctive clothes which were racist?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Did not include you in social activities because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Made you feel uncomfortable by hostile looks or stares because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Made offensive remarks about your appearance (for example, about skin color) because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Made remarks suggesting that people of your race/ethnicity are not suited for the kind of work you do?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Made other offensive remarks about your race/ethnicity (for example, referred to your race/ethnicity with an offensive name)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. Vandalized your property because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. Made you feel threatened with retaliation if you did not go along with things that were racially/ethnically offensive to you?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. Physically threatened or intimidated you because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. Assaulted you physically because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
o. Bothered or hurt <u>any of your family</u> in the ways listed above because of your or your family's race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

47. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? *Mark one answer for each statement.*

	No, or does not apply	Yes, but my race/ethnicity was NOT a factor	Yes, and my race/ethnicity was a factor
a. You were rated lower than you deserved on your last evaluation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Your last evaluation contained unjustified negative comments	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. You were held to a higher performance standard than others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. You did not get an award or decoration given to others in similar circumstances ..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Your current assignment has not made use of your job skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. You were not able to attend a major school needed for your specialty	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. You did not get to go to short (1- to 3- day) courses that would provide you with needed skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. You received lower grades than you deserved in your training	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. You did not get a job assignment that you wanted because of scores that you got on tests	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Your current assignment is not good for your career if you continue in the military	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. You did not receive day-to-day, short-term tasks that would help you prepare for advancement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. You did not have a professional relationship with someone who advised (mentored) you on career development or advancement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. You did not learn until it was too late of opportunities that would help your career ..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. You were unable to get straight answers about your promotion possibilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
o. You or your family were discriminated against when seeking non-government housing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
p. You or your family were made to feel unwelcome by a local business (for example, a store or restaurant)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
q. You or your family did not get appropriate medical care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
r. You or your family got poorer military support service (for example, at commissaries, exchanges, clubs, and rec centers) than others did	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
s. You were excluded by your peers from social activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
t. Local civilian police harassed you or your family without cause	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

47. Continued.

	No, or does not apply	Yes, but my race/ethnicity was NOT a factor	Yes, and my race/ethnicity was a factor
u. You or your family were watched more closely than others were by armed forces police	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
v. You were taken to nonjudicial punishment or court martial when you should not have been	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
w. You were punished for something that others did without being punished	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
x. You were afraid for you or your family to go off the installation because of gang activity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
y. You were afraid for you or your family to go off the installation for other reasons ...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
z. You were afraid for you or your family because of gang activity on the installation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

48. Have you or your family had other bad, race/ethnic-related experiences during the past 12 months--experiences related to your job, an installation/ship, or a community around an installation?

- ☐ No
☐ Yes (Please specify what happened and to whom below.)

Please print.

49. Would you say that you or your family experienced racial/ethnic harassment or discrimination in what you said happened in the Personal Experiences questions? *Mark one.*

- ☐ Yes, racial/ethnic harassment
☐ Yes, racial/ethnic discrimination
☐ Yes, both racial/ethnic harassment and discrimination
☐ No, neither racial/ethnic harassment nor discrimination ⇒ IF NO, GO TO QUESTION 51
☐ Does not apply, you did not mark that anything had happened to you or your family because of race/ethnicity ⇒ IF DOES NOT APPLY, GO TO QUESTION 78

50. Do you think that DoD and your Service have a responsibility to prevent the racial/ethnic harassment or discrimination which YOU MARKED AS HAPPENING TO YOU OR YOUR FAMILY? *Mark one.*

- ☐ No
☐ Yes, some of it
☐ Yes, all of it

ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

Think about the situations you experienced during the past 12 months that involved the behaviors you marked as having happened to you or your family because of race/ethnicity. Pick one situation to tell us about in this section. That situation should be the event or set of related events during the past 12 months that bothered you most.

51. Which of the following best describe(s) the situation that during the past 12 months has bothered you most? Mark "Yes" or "No" for each item below that describes the situation you are going to tell us about in this section.

- | | Yes | No |
|---|--------------------------|--------------------------|
| a. Offensive encounters with military personnel, DoD/Service employees and/or contractors (for example, your exposure to offensive race/ethnic-related speech, pictures/printed material, non-verbal looks, or dress) | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Offensive encounters with civilians around your installation (for example, your exposure to offensive race/ethnic-related speech, pictures/printed material, non-verbal looks, or dress) | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Harm or threat of harm from military personnel, DoD/Service employees and/or contractors (for example, your experience(s) of race/ethnic-related threats, intimidation, vandalism, or physical assault) | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Harm or threat of harm from civilians around your installation (for example, your experience(s) of race/ethnic-related threats, intimidation, vandalism, or physical assault) | <input type="checkbox"/> | <input type="checkbox"/> |
| e. Assignment/career discrimination (for example, your experience(s) of racial/ethnic discrimination in assignments, daily tasks, availability of mentorship, access to information about career opportunities or promotion potential) | <input type="checkbox"/> | <input type="checkbox"/> |
| f. Evaluation discrimination (for example, your experience(s) of race/ethnic-motivated negative evaluations, differences in performance standards, and distribution of awards/decorations) | <input type="checkbox"/> | <input type="checkbox"/> |
| g. Undue punishment (for example, your experience(s) of nonjudicial punishment, or additional punishment(s) because of your race/ethnicity) | <input type="checkbox"/> | <input type="checkbox"/> |

51. Continued.

- | | Yes | No |
|---|--------------------------|--------------------------|
| h. Training/testing discrimination (for example, your experience(s) of unfair training scores, and/or lack of access to schools/training because of your race/ethnicity) | <input type="checkbox"/> | <input type="checkbox"/> |
| i. Discrimination by service providers (for example, your or your family's experience(s) of race/ethnic-motivated poorer customer service in civilian/military stores, lack of access to non-governmental housing, and scrutiny from civilian/military police) | <input type="checkbox"/> | <input type="checkbox"/> |
| j. Safety concerns (for example, your or your family's safety fears on- or off-installation of gang activity or safety fears motivated by other reasons) | <input type="checkbox"/> | <input type="checkbox"/> |
| k. Other race/ethnic-related experiences (for example, any other ways in which you or your family have been bothered/hurt by military personnel, DoD/Service employees and/or contractors, and/or civilians around your installation) | <input type="checkbox"/> | <input type="checkbox"/> |

The remaining questions in this section refer to the one situation that had the greatest effect on you.

52. Would you say that you and/or your family experienced racial/ethnic harassment or discrimination in what you said happened in the situation that bothered you most? Mark one.

- ☐ Yes, racial/ethnic harassment
☐ Yes, racial/ethnic discrimination
☐ Yes, both racial/ethnic harassment and discrimination
☐ No, neither racial/ethnic discrimination nor harassment

53. To what extent was this situation . . .

- | | Very large extent | Large extent | Moderate extent | Small extent | Not at all |
|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| a. Annoying? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Offensive? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Disturbing? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Threatening? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. Disillusioning? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

54. Who experienced this situation?

- ☐ Only I experienced it
☐ Only members of my family experienced it
☐ Both my family and I experienced it

55. Where and when did this situation occur? Mark one answer for each item.

	All of it	Most of it	Some of it	None of it
a. At a military installation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. At your military work (the place where you perform your military duties)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. During duty hours	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. In a work environment where members of your racial/ethnic background are uncommon	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. While you were deployed	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. In the local community around an installation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. At your current permanent duty station.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

56. Do you know who did it?

- ☐ Yes
☐ No ⇒ IF NO, THEN GO TO QUESTION 61

57. Did more than one person do it?

- ☐ Yes
☐ No

58. What was the gender of the person(s)?

- ☐ Male
☐ Female
☐ Some were male and some were female

59. What was the race/ethnic background of the person(s) who did it? Mark "Yes," "No," or "Don't know" for each.

	Don't know	No	Yes
a. White	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Black or African American	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. American Indian or Alaska Native	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Spanish/Hispanic/Latino	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

60. Was the person(s) who did it . . . Mark "Yes," "No," or "Don't know" for each.

	Don't know	No	Yes
a. Your immediate supervisor?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Your unit commander?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Other military person(s) of higher rank/grade than you?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Your military coworker(s)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Your military subordinate(s)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Other military person(s)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. DoD/Service civilian employee(s)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. DoD/Service civilian contractor(s)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Person(s) in the local community	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

61. During the course of the situation you have in mind, how often did the event(s) occur?

- ☐ Once
☐ Occasionally
☐ Frequently

62. How long did this situation last, or if continuing, how long has it been going on?

- ☐ Less than 1 week
☐ 1 week to less than 1 month
☐ 1 month to less than 3 months
☐ 3 months to less than 6 months
☐ 6 months or more

63. As a result of the situation, did you . . .

	No	Yes
a. Try to ignore the behavior?	<input type="checkbox"/>	<input type="checkbox"/>
b. Try to avoid the person(s) who bothered you?	<input type="checkbox"/>	<input type="checkbox"/>
c. Try to forget it?	<input type="checkbox"/>	<input type="checkbox"/>
d. Tell the person(s) to stop?	<input type="checkbox"/>	<input type="checkbox"/>
e. Ask someone else to speak to the person(s) for you?	<input type="checkbox"/>	<input type="checkbox"/>
f. Settle it yourself physically?	<input type="checkbox"/>	<input type="checkbox"/>
g. Act as though it did not bother you?	<input type="checkbox"/>	<input type="checkbox"/>
h. Call a hotline for advice/information (not to file a complaint)?	<input type="checkbox"/>	<input type="checkbox"/>
i. Request a transfer?	<input type="checkbox"/>	<input type="checkbox"/>
j. Think about getting out of your Service?	<input type="checkbox"/>	<input type="checkbox"/>
k. Accomplish less than you would like at work?	<input type="checkbox"/>	<input type="checkbox"/>

64. Did the situation involve only civilians in the local community around an installation?

- ☐ Yes
☐ No

◆ 65. Did you report the situation to any civilian community officials, offices, or courts?

- ☐ Yes, and it made things better
☐ Yes, but it made no difference
☐ Yes, and it made things worse
☐ Yes, but it is too soon to tell if it will make things better or worse
☐ No, I did not report it to a civilian official

66. Did you discuss/report this situation to any installation/Service/DoD individuals or organizations?

- ☐ Yes, made a formal report
☐ Yes, made an informal report
☐ No ⇒ IF NO, THEN GO TO QUESTION 75

67. Did you report this situation to any of the following installation/Service/DoD individuals or organizations? *Please mark one answer for each.*

	No, I did not report it to this person/office	Yes, but it is too soon to tell if it will make things better or worse	Yes, and it made things worse	Yes, but it made no difference	Yes, and it made things better
a. Your immediate supervisor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Someone else in your chain-of-command	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Someone in the chain-of-command of the person(s) who did it	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Special military office responsible for handling these kinds of complaints (for example, Military Equal Opportunity or Civil Rights Office) ...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Other person or office with responsibility for follow-up	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Chaplain, counselor, ombudsman, or health care provider	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

68. What actions were taken in response to your report? Mark "Yes," "No," or "Don't know" for each.

	Don't know	No	Yes
a. Person(s) who bothered you was/were talked to about the behavior	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Your complaint was/is being investigated .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. The situation was resolved informally	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. The rules on harassment and discrimination were explained to everyone in the unit/office/place where the problem had occurred	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. You were encouraged to drop the complaint.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Your complaint was discounted or not taken seriously	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Members of your chain-of-command were hostile toward you	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Your coworkers were hostile toward you .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. No action was taken	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. You do not know what action was taken ..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

69. How satisfied are you with the following aspects of the reporting process? *Mark one answer for each item.*

	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
a. Availability of information about how to file a complaint	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Availability of information about how to follow-up on a complaint	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Treatment by personnel handling your complaint	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Amount of time it took/is taking to resolve your complaint	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. How well you were/are kept informed about the progress of your complaint	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Degree to which your privacy was/is being protected	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. The complaint process overall	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

70. Do you feel that your chances of having a successful military career will be affected by making this report?

- ☐ Yes, your chances will be improved
☐ Yes, your chances will be worse
☐ No, your career will not be affected

71. Was your complaint found to be true?

- ☐ Yes
☐ No
☐ They were unable to determine whether your complaint was true or not
☐ Does not apply, the action is still being processed ⇒ IF DOES NOT APPLY, THEN GO TO QUESTION 74

72. What was the outcome of your complaint? Mark "Yes," "No," or "Don't know" for each.

	Don't know	No	Yes
a. The outcome of your complaint was explained to you	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. The situation was corrected	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Some action was taken against the person(s) who bothered you	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Nothing was done about the complaint ...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Action was taken against you	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

73. How satisfied were you with the outcome of your complaint?

- ☐ Very satisfied
☐ Satisfied
☐ Neither satisfied nor dissatisfied
☐ Dissatisfied
☐ Very dissatisfied

74. Did you report **all** of the behaviors you experienced to one of the installation/Service/DoD individuals or organizations?

- ☐ Yes ⇒ IF YES, THEN GO TO QUESTION 76
☐ No

75. What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations? Mark "Yes" or "No" for each.

	Yes	No
a. Was not important enough to report	<input type="checkbox"/>	<input type="checkbox"/>
b. You did not know how to report	<input type="checkbox"/>	<input type="checkbox"/>
c. You felt uncomfortable making a report	<input type="checkbox"/>	<input type="checkbox"/>
d. You took care of the problem yourself	<input type="checkbox"/>	<input type="checkbox"/>
e. You did not think anything would be done ...	<input type="checkbox"/>	<input type="checkbox"/>
f. You thought you would not be believed	<input type="checkbox"/>	<input type="checkbox"/>
g. You thought reporting would take too much time and effort	<input type="checkbox"/>	<input type="checkbox"/>
h. You thought you would be labeled a troublemaker	<input type="checkbox"/>	<input type="checkbox"/>
i. You thought it would make your work situation unpleasant	<input type="checkbox"/>	<input type="checkbox"/>
j. You thought your performance evaluation or chance for promotion would suffer	<input type="checkbox"/>	<input type="checkbox"/>
k. You were afraid of retaliation/reprisals from the person(s) who did it or from their friends ..	<input type="checkbox"/>	<input type="checkbox"/>
l. You were afraid of retaliation/reprisals from your chain-of-command	<input type="checkbox"/>	<input type="checkbox"/>
m. You did not know the identity of the person(s) who did it	<input type="checkbox"/>	<input type="checkbox"/>
n. Situation only involved civilian(s) off an installation	<input type="checkbox"/>	<input type="checkbox"/>

76. Did any of the following things happen **in response to how you handled the situation**? Mark "Yes," "No," or "Don't know" for each.

	Yes	No	Don't know
a. You were ignored or shunned by others at work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. You were blamed for the situation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. You were given less favorable job duties ..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. You were denied an opportunity for training	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. You were given an unfair job performance appraisal	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. You were denied a promotion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. You were transferred to a less desirable job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

77. Do you consider **ANY** of the things which **YOU MARKED AS HAPPENING TO YOU** in response to how you handled the situation to have been retaliation for reporting your experience?

- ☐ Yes
☐ No
☐ Don't know
☐ Does not apply, I did not report my experience or none of the things listed above happened to me

PERSONNEL POLICY AND PRACTICES

78. Please give your opinion about whether the persons below make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what is said officially. Mark "Yes," "No," or "Don't know" for each.

	Yes	No	Don't know
a. Senior leadership of my Service	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Senior leadership of my installation/ship ..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. My immediate supervisor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

79. Has the military paid too much or too little attention to racial/ethnic harassment and discrimination during the past several years?

- ☐ Too much attention
☐ The right amount of attention
☐ Too little attention

80. In your work group, to what extent . . .

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Would members of your work group feel free to report racial/ethnic harassment and discrimination without fear of reprisals?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Would complaints about racial/ethnic harassment and discrimination be taken seriously? ..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Would people be able to get away with racial/ethnic harassment and discrimination?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Are policies forbidding racial/ethnic harassment and discrimination publicized?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Are complaint procedures related to racial/ethnic harassment and discrimination publicized?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

81. At your current duty station, would you know how to report experiences of race/ethnic harassment and/or discrimination?

- ☐ Yes
☐ No

◆ 82. At your installation/ship, to what extent . . .

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
a. Would Service members feel free to report racial/ethnic harassment and discrimination without fear of reprisals?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Would complaints about racial/ethnic harassment and discrimination be taken seriously? . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Would people be able to get away with racial/ethnic harassment and discrimination?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Are policies forbidding racial/ethnic harassment and discrimination publicized?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Are complaint procedures related to racial/ethnic harassment and discrimination publicized?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Is the availability of complaint hotlines publicized?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Do people feel free to sit wherever they choose in dining halls regardless of race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Do people feel free to use any recreation facilities regardless of race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Are racist/extremist organizations or activities a problem?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Are hate crimes/activities a problem?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. Are gang activities a problem?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. Are racist/extremist organizations or activities a problem in the local community around your installation?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. Are hate groups/extremist activities a problem in the local community around your installation?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

83. To what extent . . .

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
a. Do you feel uneasy being around people who are of race/ethnic backgrounds different from yours? . .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Have you felt pressure from Service members who are of your race/ethnicity not to socialize with members of other race/ethnic groups?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Do you feel comfortable interacting with people from different race/ethnic groups?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

84. Have you tried to avoid an assignment in the military because you thought you might be subjected to racial/ethnic harassment or discrimination . . . Mark "Yes" or "No" for each.

	Yes	No
a. At a Command or on an installation/ship? . . .	<input type="checkbox"/>	<input type="checkbox"/>
b. In the local community around an installation?	<input type="checkbox"/>	<input type="checkbox"/>

85. During the past 12 months, have you been involved in a racial confrontation . . .

	Yes, and I have seen it happen to others	Yes, but I have NOT seen it happen to others	No, but I have seen it happen to others	No, and I have NOT seen it happen to others
a. On your installation/ship?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. In the local community around your installation?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

86. How would you rate race relations . . . Mark one answer for each statement.

	Excellent	Very good	Good	Fair	Poor
a. In your work group?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. At your installation/ship?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. In your Service?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. In the local community around your installation?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

TRAINING

87. Have you had any training from military sources during the past 12 months on topics related to racial/ethnic harassment and discrimination?

- ☐ Yes
☐ No ⇒ IF NO, THEN GO TO QUESTION 91

88. In the past 12 months, how many times have you had training from military sources on topics related to racial/ethnic harassment and discrimination? To indicate nine or more, enter "9".

TIMES

89. My Service's training . . .

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. Provides a good understanding of what words and actions are considered racial/ethnic harassment and discrimination	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Teaches that racial/ethnic harassment and discrimination reduces the cohesion and effectiveness of your Service as a whole	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Identifies behaviors that are offensive to others and should not be tolerated	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Gives useful tools for dealing with racial/ethnic harassment and discrimination	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Explains the process for reporting racial/ethnic harassment and discrimination	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Makes you feel it is safe to complain about offensive, race/ethnic-related situations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Promotes cross-cultural awareness	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Provides information about policies, procedures, and consequences of racial/ethnic harassment and discrimination	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Provides information on your Service's policies on participation in hate groups/gangs/extremist activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Promotes religious tolerance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

90. In your opinion, how effective was the training you received in actually reducing/preventing behaviors which might be seen as racial/ethnic harassment and discrimination?

- ☐ Very effective
☐ Moderately effective
☐ Slightly effective
☐ Not at all effective

MILITARY/CIVILIAN COMPARISONS

91. How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world?

	Much better as a civilian	Better as a civilian	No difference	Better in the military	Much better in the military
a. Promotion opportunities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Pay and benefits	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Fair performance evaluations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Education and training opportunities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Quality of life	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Fair administration of criminal justice	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Chance to show pride in yourself	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Chance to show pride in your race/ethnic group	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Freedom from harassment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Freedom from discrimination	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. Freedom from extremism/hate crimes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. Race/ethnic relations overall	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

92. Do you have friends of a different race/ethnicity with whom you socialize in your home/quarters?

- ☐ Yes
☐ No

93. Do you have close personal friends who are of a different race/ethnicity than yours?

- ☐ Yes
☐ No

94. Compared to right before you entered the military, do you have more or fewer close personal friends who are of a race/ethnicity different from yours?

- ☐ More now
☐ About the same
☐ Fewer now

95. In your opinion, have race/ethnic relations in our nation gotten better or worse over the last 5 years?

- ☐ Better today
☐ About the same as 5 years ago
☐ Worse today

- Much worse
Worse
Neither better nor worse
Better
Much better

- ☐ Don't know, you have been in the military less than 5 years ⇒ IF DON'T KNOW, GO TO QUESTION 100
- ☐ Much less often
- ☐ Less often
- ☐ About the same
- ☐ More often
- ☐ Much more often

- Much worse
Worse
Neither better nor worse
Better
Much better

Appendix B

**2005 Workplace and Equal Opportunity Survey of
Active-Duty Members:
Web Form**

YOUR BACKGROUND

1. I voluntarily consent to participate in this survey.

- ☐ Yes
☐ No

***** Page Break *****

YOUR BACKGROUND

2. In what Service were you on active duty on January 24, 2005?

- ☐ Army
☐ Navy
☐ Marine Corps
☐ Air Force
☐ Coast Guard
☐ None, you were separated or retired

***** Page Break *****

YOUR BACKGROUND

3. Are you...?

- ☐ Male
☐ Female

***** Page Break *****

YOUR BACKGROUND

4. What is your current paygrade? *Mark one.*

- | | | | |
|------------------------------|------------------------------|-----------------------------------|---------------------------------------|
| <input type="checkbox"/> E-1 | <input type="checkbox"/> E-6 | <input type="checkbox"/> W-2 | <input type="checkbox"/> O-2/O-2E |
| <input type="checkbox"/> E-2 | <input type="checkbox"/> E-7 | <input type="checkbox"/> W-3 | <input type="checkbox"/> O-3/O-3E |
| <input type="checkbox"/> E-3 | <input type="checkbox"/> E-8 | <input type="checkbox"/> W-4 | <input type="checkbox"/> O-4 |
| <input type="checkbox"/> E-4 | <input type="checkbox"/> E-9 | <input type="checkbox"/> W-5 | <input type="checkbox"/> O-5 |
| <input type="checkbox"/> E-5 | <input type="checkbox"/> W-1 | <input type="checkbox"/> O-1/O-1E | <input type="checkbox"/> O-6 or above |

***** Page Break *****

YOUR BACKGROUND

5. Are you Spanish/Hispanic/Latino?

- ☐ No, not Spanish/Hispanic/Latino
- ☐ Yes, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/Hispanic/Latino

***** Page Break *****

YOUR BACKGROUND

6. What is your race? *Mark one or more races to indicate what you consider yourself to be.*


- ☐ White
- ☐ Black or African American
- ☐ American Indian or Alaska Native
- ☐ Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)
- ☐ Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)

***** Page Break *****

YOUR BACKGROUND

Ancestry refers to your ethnic origin or descent, "roots," or heritage. It may refer to your parents or ancestors country of birth before their arrival in the United States. If you were not born in the United States, ancestry may also refer to your country of birth. If you have more than one origin and cannot identify with a single ancestry group, you may report two ancestry groups (for example, German-Irish). Do not report a religious group as your ancestry.

7. What is your ancestry or ethnic origin? (For example, Italian, Jamaican, African American, Cambodian, Cape Verdean, Norwegian, Dominican, French Canadian, Haitian, Korean, Lebanese, Polish, Nigerian, Mexican, Taiwanese, Ukrainian, and so on.)



***** Page Break *****

YOUR BACKGROUND

8. What is the highest degree or level of school that you have completed? Mark the one answer that describes the highest grade or degree that you have completed.

- ☐ 12 years or less of school (no diploma)
- ☐ High school graduate--high school diploma or equivalent (e.g., GED)
- ☐ Some college credit, but less than 1 year
- ☐ 1 or more years of college, no degree
- ☐ Associate's degree (for example, AA, AS)
- ☐ Bachelor's degree (for example, BA, AB, BS)
- ☐ Master's, doctoral, or professional school degree (for example, MA, MS, MEng, MBA, MSW, PhD, MD, JD, DVM)

***** Page Break *****

FAMILY AND HOUSEHOLD INFORMATION

9. What is your marital status? Mark one.

- ☐ Married
- ☐ Separated
- ☐ Divorced
- ☐ Widowed
- ☐ Never married

***** Page Break *****

FAMILY AND HOUSEHOLD INFORMATION

10. How many years have you been married to your current spouse? If you are not married, how long have you been in a relationship with your current significant other (that is, girlfriend or boyfriend)?

- ☐ Does not apply; I am not married and I do not have a girlfriend/boyfriend
- ☐ Less than 1 year
- ☐ 1 year to less than 6 years
- ☐ 6 years to less than 10 years
- ☐ 10 years or more

***** Page Break *****

FAMILY AND HOUSEHOLD INFORMATION

11. Is your spouse/significant other Spanish/Hispanic/Latino?

- ☐ No, not Spanish/Hispanic/Latino
- ☐ Yes, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/Hispanic/Latino

***** Page Break *****

FAMILY AND HOUSEHOLD INFORMATION

12. What race is your spouse/significant other? *Mark one or more races to indicate what you consider your spouse/significant other to be.*

- ☐ White
- ☐ Black or African American
- ☐ American Indian or Alaska Native
- ☐ Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)
- ☐ Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)

***** Page Break *****

FAMILY AND HOUSEHOLD INFORMATION

The definition of "child, children, or other legal dependents" includes anyone in your family, except your spouse, who has, or is eligible to have, a Uniformed Services identification card (military ID card) or is eligible for military health care benefits and is enrolled in the Defense Enrollment Eligibility Reporting System (DEERS).

13. Do you have a child, children, or other legal dependents based on the definition above?

- ☐ Yes
- ☐ No

***** Page Break *****

SATISFACTION AND RETENTION INTENTION

14. In general, has your life been better or worse than you expected when you first entered the military?

- ☐ Much better
- ☐ Better
- ☐ Neither better nor worse
- ☐ Worse
- ☐ Much worse

***** Page Break *****

SATISFACTION AND RETENTION INTENTION

15. In general, has your work been better or worse than you expected when you first entered the military?

- ☐ Much better
- ☐ Better
- ☐ Neither better nor worse
- ☐ Worse
- ☐ Much worse

***** Page Break *****

SATISFACTION AND RETENTION INTENTION

16. Suppose that you have to decide whether to stay on active duty. Assuming you could stay, how likely is it that you would choose to do so?

- ☐ Very likely
- ☐ Likely
- ☐ Neither likely nor unlikely
- ☐ Unlikely
- ☐ Very unlikely

***** Page Break *****

SATISFACTION AND RETENTION INTENTION

17. Does your spouse or significant other think you should stay on or leave active duty?

- ☐ Strongly favors staying
- ☐ Somewhat favors staying
- ☐ Has no opinion one way or the other
- ☐ Somewhat favors leaving
- ☐ Strongly favors leaving

***** Page Break *****

SATISFACTION AND RETENTION INTENTION

18. Does your family think you should stay on or leave active duty?

- ☐ Strongly favors staying
- ☐ Somewhat favors staying
- ☐ Has no opinion one way or the other
- ☐ Somewhat favors leaving
- ☐ Strongly favors leaving

***** Page Break *****

SATISFACTION AND RETENTION INTENTION

19. How many years of active-duty service have you completed (including enlisted, warrant officer, and commissioned officer time)? *To indicate less than 1 year, enter "0". To indicate 35 years or more, enter "35".*

***** Page Break *****

SATISFACTION AND RETENTION INTENTION

20. Do you have children aged 10 or older with whom you talk about careers, jobs, and education?

- ☐ Yes
- ☐ No

***** Page Break *****

SATISFACTION AND RETENTION INTENTION

21. When you talk with your children about their future, do you encourage them to consider the military?

- ☐ Yes
☐ No

***** Page Break *****

SATISFACTION AND RETENTION INTENTION

22. If you had a close personal friend considering active-duty military service, would you recommend that he/she join? Mark "Yes" or "No" for each item.

	Yes	No
a. A friend who is White	<input type="checkbox"/>	<input type="checkbox"/>
b. A friend who is Black or African American	<input type="checkbox"/>	<input type="checkbox"/>
c. A friend who is American Indian or Alaska Native	<input type="checkbox"/>	<input type="checkbox"/>
d. A friend who is Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)	<input type="checkbox"/>	<input type="checkbox"/>
e. A friend who is Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)	<input type="checkbox"/>	<input type="checkbox"/>
f. A friend who is Spanish/Hispanic/Latino	<input type="checkbox"/>	<input type="checkbox"/>

***** Page Break *****

SATISFACTION AND RETENTION INTENTION

23. Are you currently in a military work environment where members of your race/ethnicity are uncommon?

- ☐ Yes
☐ No

***** Page Break *****

SATISFACTION AND RETENTION INTENTION

24. Overall, how satisfied are you with the military way of life?

- ☐ Very satisfied
- ☐ Satisfied
- ☐ Neither satisfied nor dissatisfied
- ☐ Dissatisfied
- ☐ Very dissatisfied

***** Page Break *****

SATISFACTION AND RETENTION INTENTION

25. How much do you agree or disagree with each of the following statements? *Mark one answer for each statement.*

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. I enjoy serving in the military	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Serving in the military is consistent with my personal goals	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. If I left the military, I would feel like I'm starting all over again	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. I would feel guilty if I left the military	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Generally, on a day-to-day basis, I am happy with my life in the military	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. It would be difficult for me to leave the military and give up the benefits that are available in the Service	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. I would not leave the military right now because I have a sense of obligation to the people in it	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. I really feel as if the military's values are my own	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. I would have difficulty finding a job if I left the military	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Generally, on a day-to-day basis, I am proud to be in the military	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Continued) How much do you agree or disagree with each of the following statements?
Mark one answer for each statement.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
k. If I left the military, I would feel like I had let my country down	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. I continue to serve in the military because leaving would require considerable sacrifice	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. I feel like being a member of the military can help me achieve what I want in life	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. One of the problems with leaving the military would be the lack of available alternatives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
o. I am committed to making the military my career	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
p. My Service's evaluation/selection system is effective in promoting its best members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
q. I am proud to tell others that I am a member of my Service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

***** Page Break *****

YOUR MILITARY WORKPLACE

26. Where is your permanent duty station located? *Mark one.*

- ☐ In one of the 50 states, DC, Puerto Rico, or a U.S. Territory or possession
- ☐ Europe (e.g., Bosnia-Herzegovina, Germany, Italy, Serbia, United Kingdom)
- ☐ Former Soviet Union (e.g., Russia, Tajikistan, Uzbekistan)
- ☐ East Asia and Pacific (e.g., Australia, Japan, Korea)
- ☐ North Africa, Near East or South Asia (e.g., Bahrain, Diego Garcia, Kuwait, Saudi Arabia)
- ☐ Sub-Saharan Africa (e.g., Kenya, South Africa)
- ☐ Western Hemisphere (e.g., Cuba, Honduras, Peru)
- ☐ Other or not sure

***** Page Break *****

YOUR MILITARY WORKPLACE

Please select from the list below your permanent duty station location within one of the 50 states, DC, Puerto Rico, a U.S. territory or possession.

***** Page Break *****

YOUR MILITARY WORKPLACE

27. Where do you live at your permanent duty station? *Mark one.*

- ☐ Aboard ship
- ☐ Barracks/dorm/BEQ/UEPH/BOQ/UOPH military facility
- ☐ Military family housing, on base
- ☐ Military family housing, off base
- ☐ Privatized military housing that you rent on base
- ☐ Privatized military housing that you rent off base
- ☐ Civilian housing that you own or pay a mortgage on
- ☐ Civilian housing that you rent
- ☐ Other

***** Page Break *****

YOUR MILITARY WORKPLACE

28. In the past 12 months, how many nights have you been away from your permanent duty station because of your military duties? *To indicate none, enter "0".*

***** Page Break *****

YOUR MILITARY WORKPLACE

29. Since September 11, 2001, have you been deployed for any of the following operations? Mark "Yes" or "No" for each item.

	Yes	No
a. Operation Noble Eagle	<input type="checkbox"/>	<input type="checkbox"/>
b. Operation Enduring Freedom	<input type="checkbox"/>	<input type="checkbox"/>
c. Operation Iraqi Freedom	<input type="checkbox"/>	<input type="checkbox"/>
d. Other	<input type="checkbox"/>	<input type="checkbox"/>

***** Page Break *****

YOUR MILITARY WORKPLACE

30. Have you been deployed to a combat zone or an area where you drew imminent danger or hostile fire pay since September 11, 2001?

- ☐ Yes
- ☐ No

***** Page Break *****

YOUR MILITARY WORKPLACE

31. How many days have you been deployed to a combat zone or an area where you drew imminent danger or hostile fire pay since September 11, 2001?

***** Page Break *****

YOUR MILITARY WORKPLACE

32. Are you currently on a deployment of 30 days or more?

☐ Yes

☐ No

***** Page Break *****

YOUR MILITARY WORKPLACE

33. What is the paygrade of your immediate supervisor in your current military work group?

☐ E4 or below

☐ O1-O3

☐ E5-E6

☐ O4 or above

☐ E7-E9

☐ Civilian

☐ W1-W5

(GS/GM/WG/WL/WS/SES/Other)

***** Page Break *****

YOUR MILITARY WORKPLACE

34. What is the race/ethnic background of your immediate supervisor in your current military work group? *Mark one or more to describe his/her race/ethnicity.*

☐ White

☐ Black or African American

☐ American Indian or Alaska Native

☐ Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)

☐ Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)

☐ Spanish/Hispanic/Latino

***** Page Break *****

YOUR MILITARY WORKPLACE

35. How much do you agree or disagree with the following statements about your supervisor?
Mark one answer for each statement.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. You trust your supervisor.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Your supervisor ensures that all assigned personnel are treated fairly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. There is very little conflict between your supervisor and the people who report to him/her.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Your supervisor evaluates your work performance fairly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Your supervisor assigns work fairly in your work group.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. You are satisfied with the direction/supervision you receive.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

***** Page Break *****

YOUR MILITARY WORKPLACE

36. In your opinion, have you had a mentor while in the military?

- ☐ Yes, you have one now
- ☐ Yes, you had one, but you don't have one now
- ☐ No, but you would have liked one
- ☐ No, and you never wanted one
- ☐ Not sure or you do not know what a mentor is

***** Page Break *****

YOUR MILITARY WORKPLACE

37. How much do you agree or disagree with the following statements about the people you work with at your workplace? *Mark one answer for each statement.*

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. There is very little conflict among your coworkers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Your coworkers put in the effort required for their jobs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. The people in your work group tend to get along.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. The people in your work group are willing to help each other.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. You are satisfied with the relationships you have with your coworkers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. You put more effort into your job than your coworkers do.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

***** Page Break *****

YOUR MILITARY WORKPLACE

38. How much do you agree or disagree with the following statements about your workplace? *Mark one answer for each statement.*

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. I know what is expected of me at work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. I have the materials and equipment I need to do my work right.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. At work, I have the opportunity to do what I do best every day.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. In the last 7 days, I have received recognition or praise for doing good work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. My supervisor, or someone at work, seems to care about me as a person.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

(Continued) How much do you agree or disagree with the following statements about your workplace? *Mark one answer for each statement.*

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
f. There is someone at work who encourages my development.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. At work, my opinions seem to count.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. The mission/purpose of my Service makes me feel my job is important.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. My coworkers are committed to doing quality work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. I have a best friend at work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. In the last 6 months, someone at work has talked to me about my progress.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. This last year, I have had opportunities at work to learn and to grow.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. At my workplace, a person's job opportunities and promotions are based only on work-related characteristics.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. My supervisor helps everyone in my work group feel included.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
o. I trust my supervisor to deal fairly with issues of equal treatment at my workplace.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
p. At my workplace, all employees are kept well informed about issues and decisions that affect them.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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***** Page Break *****

YOUR MILITARY WORKPLACE

39. How much do you agree or disagree with the following statements about the work you do at your workplace? Mark one answer for each statement.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. Your work provides you with a sense of pride.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Your work makes good use of your skills.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. You like the kind of work you do.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Your job gives you the chance to acquire valuable skills.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. You are satisfied with your job as a whole.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

***** Page Break *****

YOUR MILITARY WORKPLACE

40. Overall, how well prepared...

	Very well prepared	Well prepared	Neither well nor poorly prepared	Poorly prepared	Very poorly prepared
a. Are <u>you</u> to perform your wartime job?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Is <u>your unit</u> to perform its wartime mission?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

***** Page Break *****

YOUR MILITARY WORKPLACE

41. How would you rate...

	Very high	High	Moderate	Low	Very low
a. <u>Your</u> current level of morale?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. The current level of morale <u>in your unit</u> ?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

***** Page Break *****

YOUR MILITARY WORKPLACE

42. How much do you agree or disagree with the following statements about your unit? *Mark one answer for each statement.*

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. Service members in your unit really care about each other.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Service members in your unit work well as a team.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Service members in your unit pull together to get the job done.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Service members in your unit trust each other.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

***** Page Break *****

STRESS, HEALTH, AND WELL-BEING

43. In the past month, how often have you...

	Never	Almost never	Sometimes	Fairly often	Very often
a. Been upset because of something that happened unexpectedly?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Felt that you were unable to control the important things in your life?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Felt nervous and stressed?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Felt confident about your ability to handle your personal problems?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Felt that things were going your way?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Found that you could not cope with all of the things you had to do?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Been able to control irritations in your life?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Felt that you were on top of things?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Been angered because of things that were outside of your control?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Felt difficulties were piling up so high that you could not overcome them?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

***** Page Break *****

STRESS, HEALTH, AND WELL-BEING

44. How true or false is each of the following statements for you? *Mark one answer for each statement.*

	Definitely false	Mostly false	Mostly true	Definitely true
a. I am as healthy as anybody I know.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. I seem to get sick a little easier than other people.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. I expect my health to get worse.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. My health is excellent.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

***** Page Break *****

PERSONAL EXPERIENCES

In this part of the survey, you are asked how often you have experienced various incidents during the past 12 months. Please report only on the past 12 months so that annual rates can be estimated.

45. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)... For each item a-o, mark one response for question 45 and one response for question 46.

	Never	Once or twice	Sometimes	Often
a. Made unwelcome attempts to draw you into an offensive discussion of racial/ethnic matters?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Told stories or jokes which were racist or depicted your race/ethnicity negatively?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Were condescending to you because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Put up or distributed materials (for example, pictures, leaflets, symbols, graffiti, music, stories) which were racist or showed your race/ethnicity negatively?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Displayed tattoos or wore distinctive clothes which were racist?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Did not include you in social activities because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Made you feel uncomfortable by hostile looks or stares because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Made offensive remarks about your appearance (for example, about skin color) because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Made remarks suggesting that people of your race/ethnicity are not suited for the kind of work you do?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Made other offensive remarks about your race/ethnicity (for example, referred to your race/ethnicity with an offensive name)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Continued) How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)...

	Never	Once or twice	Sometimes	Often
k. Vandalized your property because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. Made you feel threatened with retaliation if you did not go along with things that were racially/ethnically offensive to you?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. Physically threatened or intimidated you because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. Assaulted you physically because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
o. Bothered or hurt <u>any of your family</u> in the ways listed above because of your or your family's race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

***** Page Break *****

PERSONAL EXPERIENCES

In this part of the survey, you are asked how often you have experienced various incidents during the past 12 months. Please report only on the past 12 months so that annual rates can be estimated.

46. How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation... For each item a-o, mark one response for question 45 and one response for question 46.

	Never	Once or twice	Sometimes	Often
a. Made unwelcome attempts to draw you into an offensive discussion of racial/ethnic matters?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Told stories or jokes which were racist or depicted your race/ethnicity negatively?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Were condescending to you because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Put up or distributed materials (for example, pictures, leaflets, symbols, graffiti, music, stories) which were racist or showed your race/ethnicity negatively?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Displayed tattoos or wore distinctive clothes which were racist?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Continued) How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation...

	Never	Once or twice	Sometimes	Often
f. Did not include you in social activities because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Made you feel uncomfortable by hostile looks or stares because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Made offensive remarks about your appearance (for example, about skin color) because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Made remarks suggesting that people of your race/ethnicity are not suited for the kind of work you do?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Made other offensive remarks about your race/ethnicity (for example, referred to your race/ethnicity with an offensive name)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. Vandalized your property because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. Made you feel threatened with retaliation if you did not go along with things that were racially/ethnically offensive to you?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. Physically threatened or intimidated you because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. Assaulted you physically because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
o. Bothered or hurt <u>any of your family</u> in the ways listed above because of your or your family's race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

***** Page Break *****

PERSONAL EXPERIENCES

47. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? *Mark one answer for each statement.*

	Yes, and my race/ethnicity was a factor	Yes, but my race/ethnicity was NOT a factor	No, or does not apply
a. You were rated lower than you deserved on your last evaluation.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Your last evaluation contained unjustified negative comments.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. You were held to a higher performance standard than others.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. You did not get an award or decoration given to others in similar circumstances.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Your current assignment has not made use of your job skills.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. You were not able to attend a major school needed for your specialty.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. You did not get to go to short (1- to 3-day) courses that would provide you with needed skills.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. You received lower grades than you deserved in your training.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. You did not get a job assignment that you wanted because of scores that you got on tests.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Your current assignment is not good for your career if you continue in the military.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. You did not receive day-to-day, short-term tasks that would help you prepare for advancement.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. You did not have a professional relationship with someone who advised (mentored) you on career development or advancement.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. You did not learn until it was too late of opportunities that would help your career.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. You were unable to get straight answers about your promotion possibilities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
o. You or your family were discriminated against when seeking non-government housing.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Continued) During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? *Mark one answer for each statement.*

	Yes, and my race/ethnicity was a factor	Yes, but my race/ethnicity was NOT a factor	No, or does not apply
p. You or your family were made to feel unwelcome by a local business (for example, a store or restaurant).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
q. You or your family did not get appropriate medical care.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
r. You or your family got poorer military support service (for example, at commissaries, exchanges, clubs, and rec centers) than others did.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
s. You were excluded by your peers from social activities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
t. Local civilian police harassed you or your family without cause.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
u. You or your family were watched more closely than others were by armed forces police.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
v. You were taken to nonjudicial punishment or court martial when you should not have been.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
w. You were punished for something that others did without being punished.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
x. You were afraid for you or your family to go off the installation because of gang activity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
y. You were afraid for you or your family to go off the installation for other reasons.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
z. You were afraid for you or your family because of gang activity on the installation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

***** Page Break *****

PERSONAL EXPERIENCES

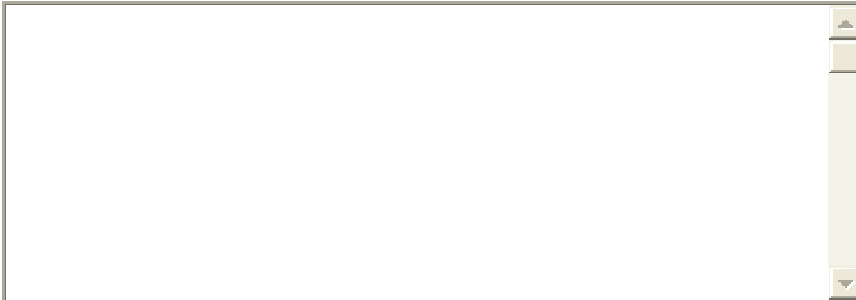
48. Have you or your family had other bad, race/ethnic-related experiences during the past 12 months--experiences related to your job, an installation/ship, or a community around an installation?

- ☐ No
☐ Yes

***** Page Break *****

PERSONAL EXPERIENCES

If you have had any other bad, race/ethnic experiences, please specify what happened and to whom.



***** Page Break *****

PERSONAL EXPERIENCES

49. Would you say that you or your family experienced racial/ethnic harassment or discrimination in what you said happened in the Personal Experiences questions? *Mark one.*

- ☐ Yes, racial/ethnic harassment
☐ Yes, racial/ethnic discrimination
☐ Yes, both racial/ethnic harassment and discrimination
☐ No, neither racial/ethnic harassment nor discrimination

***** Page Break *****

PERSONAL EXPERIENCES

50. Do you think that DoD and your Service have a responsibility to prevent the racial/ethnic harassment or discrimination which YOU MARKED AS HAPPENING TO YOU OR YOUR FAMILY? *Mark one.*

- ☐ No
- ☐ Yes, some of it
- ☐ Yes, all of it

***** Page Break *****

ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

Think about the situations you experienced during the past 12 months that involved the behaviors you marked as having happened to you or your family because of race/ethnicity. Pick one situation to tell us about in this section. That situation should be the event or set of related events during the past 12 months that bothered you most.

51. Which of the following best describe(s) the situation that during the past 12 months has bothered you most? *Mark "Yes" or "No" for each item below that describes the situation you are going to tell us about in this section.*

	Yes	No
a. Offensive encounters <u>with military personnel, DoD/Service employees and/or contractors</u> (for example, your exposure to offensive race/ethnic-related speech, pictures/printed material, non-verbal looks, or dress)	<input type="checkbox"/>	<input type="checkbox"/>
b. Offensive encounters <u>with civilians around your installation</u> (for example, your exposure to offensive race/ethnic-related speech, pictures/printed material, non-verbal looks, or dress)	<input type="checkbox"/>	<input type="checkbox"/>
c. Harm or threat of harm <u>from military personnel, DoD/Service employees and/or contractors</u> (for example, your experience(s) of race/ethnic-related threats, intimidation, vandalism, or physical assault)	<input type="checkbox"/>	<input type="checkbox"/>
d. Harm or threat of harm <u>from civilians around your installation</u> (for example, your experience(s) of race/ethnic-related threats, intimidation, vandalism, or physical assault)	<input type="checkbox"/>	<input type="checkbox"/>
e. Assignment/career discrimination (for example, your experience(s) of racial/ethnic discrimination in assignments, daily tasks, availability of mentorship, access to information about career opportunities or promotion potential)	<input type="checkbox"/>	<input type="checkbox"/>
f. Evaluation discrimination (for example, your experience(s) of race/ethnic-motivated negative evaluations, differences in performance standards, and distribution of awards/decorations)	<input type="checkbox"/>	<input type="checkbox"/>

(Continued) Which of the following best describe(s) the situation that during the past 12 months has bothered you most? *Mark "Yes" or "No" for each item below that describes the situation you are going to tell us about in this section.*

	Yes	No
g. Undue punishment (for example, your experience(s) of nonjudicial punishment, or additional punishment(s) because of your race/ethnicity)	<input type="checkbox"/>	<input type="checkbox"/>
h. Training/testing discrimination (for example, your experience(s) of unfair training scores, and/or lack of access to schools/training because of your race/ethnicity)	<input type="checkbox"/>	<input type="checkbox"/>
i. Discrimination by service providers (for example, your or your family's experience(s) of race/ethnic-motivated poorer customer service in civilian/military stores, lack of access to non-governmental housing, and scrutiny from civilian/military police)	<input type="checkbox"/>	<input type="checkbox"/>
j. Safety concerns (for example, your or your family's safety fears on- or off-installation of gang activity or safety fears motivated by other reasons)	<input type="checkbox"/>	<input type="checkbox"/>
k. Other race/ethnic-related experiences (for example, any other ways in which you or your family have been bothered/hurt by military personnel, DoD/Service employees and/or contractors, and/or civilians around your installation)	<input type="checkbox"/>	<input type="checkbox"/>

***** Page Break *****

ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

The remaining questions in this section refer to the one situation you and/or your family experienced during the past 12 months that involved race/ethnic related talk and/or behavior that bothered you most.

52. Would you say that you and/or your family experienced racial/ethnic harassment or discrimination in what you said happened in the situation that bothered you most? *Mark one.*

- ☐ Yes, racial/ethnic harassment
- ☐ Yes, racial/ethnic discrimination
- ☐ Yes, both racial/ethnic harassment and discrimination
- ☐ No, neither racial/ethnic discrimination nor harassment

***** Page Break *****

ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

53. To what extent was this situation...

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Annoying?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Offensive?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Disturbing?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Threatening?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Disillusioning?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

***** Page Break *****

ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

54. Who experienced this situation?

- ☐ Only I experienced it
- ☐ Only members of my family experienced it
- ☐ Both my family and I experienced it

***** Page Break *****

ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

55. Where and when did this situation occur? *Mark one answer for each item.*

	None of it	Some of it	Most of it	All of it
a. At a military installation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. At your military work (the place where you perform your military duties)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. During duty hours	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. In a work environment where members of your racial/ethnic background are uncommon	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. While you were deployed	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. In the local community around an installation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. At your current permanent duty station	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

***** Page Break *****

ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

56. Do you know who did it?

☐ Yes

☐ No

***** Page Break *****

ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

57. Did more than one person do it?

☐ Yes

☐ No

***** Page Break *****

ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

58. What was the gender of the person(s)?

☐ Male

☐ Female

☐ Some were male and some were female

***** Page Break *****

ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

59. What was the race/ethnic background of the person(s) who did it? *Mark "Yes," "No," or "Don't know" for each.*

	Yes	No	Don't know
a. White	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Black or African American	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. American Indian or Alaska Native	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Spanish/Hispanic/Latino	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

***** Page Break *****

ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

60. Was the person(s) who did it... Mark "Yes," "No," or "Don't know" for each.

	Yes	No	Don't know
a. Your immediate supervisor?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Your unit commander?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Other military person(s) of higher rank/grade than you?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Your military coworker(s)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Your military subordinate(s)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Other military person(s)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. DoD/Service civilian employee(s)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. DoD/Service civilian contractor(s)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Person(s) in the local community	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

***** Page Break *****

ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

61. During the course of the situation you have in mind, how often did the event(s) occur?

- ☐ Once
- ☐ Occasionally
- ☐ Frequently

***** Page Break *****

ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

62. How long did this situation last, or if continuing, how long has it been going on?

- ☐ Less than 1 week
- ☐ 1 week to less than 1 month
- ☐ 1 month to less than 3 months
- ☐ 3 months to less than 6 months
- ☐ 6 months or more

***** Page Break *****

ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

63. As a result of the situation, did you...

	Yes	No
a. Try to ignore the behavior?	<input type="checkbox"/>	<input type="checkbox"/>
b. Try to avoid the person(s) who bothered you?	<input type="checkbox"/>	<input type="checkbox"/>
c. Try to forget it?	<input type="checkbox"/>	<input type="checkbox"/>
d. Tell the person(s) to stop?	<input type="checkbox"/>	<input type="checkbox"/>
e. Ask someone else to speak to the person(s) for you?	<input type="checkbox"/>	<input type="checkbox"/>
f. Settle it yourself physically?	<input type="checkbox"/>	<input type="checkbox"/>
g. Act as though it did not bother you?	<input type="checkbox"/>	<input type="checkbox"/>
h. Call a hotline for advice/information (not to file a complaint)?	<input type="checkbox"/>	<input type="checkbox"/>
i. Request a transfer?	<input type="checkbox"/>	<input type="checkbox"/>
j. Think about getting out of your Service?	<input type="checkbox"/>	<input type="checkbox"/>
k. Accomplish less than you would like at work?	<input type="checkbox"/>	<input type="checkbox"/>

***** Page Break *****

ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

64. Did the situation involve only civilians in the local community around an installation?

- ☐ Yes
☐ No

***** Page Break *****

ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

65. Did you report the situation to any civilian community officials, offices, or courts?

- ☐ Yes, and it made things better
- ☐ Yes, but it made no difference
- ☐ Yes, and it made things worse
- ☐ Yes, but it is too soon to tell if it will make things better or worse
- ☐ No, I did not report it to a civilian official

***** Page Break *****

ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

66. Did you discuss/report this situation to any installation/Service/DoD individuals or organizations?

- ☐ Yes, made a formal report
- ☐ Yes, made an informal report
- ☐ No

***** Page Break *****

ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

67. Did you report this situation to any of the following installation/Service/DoD individuals or organizations? *Please mark one answer for each.*

	Yes, and it made things better	Yes, but it made no difference	Yes, and it made things worse	Yes, but it is too soon to tell if it will make things better or worse	No, I did not report it to this person/off ice
a. Your immediate supervisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Someone else in your chain-of-command	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Someone in the chain-of-command of the person(s) who did it	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Special military office responsible for handling these kinds of complaints (for example, Military Equal Opportunity or Civil Rights Office)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Other person or office with responsibility for follow-up	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Chaplain, counselor, ombudsman, or health care provider	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

***** Page Break *****

ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

68. What actions were taken in response to your report? Mark "Yes," "No," or "Don't know" for each.

	Yes	No	Don't know
a. Person(s) who bothered you was/were talked to about the behavior	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Your complaint was/is being investigated	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. The situation was resolved informally	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. The rules on harassment and discrimination were explained to everyone in the unit/office/place where the problem had occurred	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. You were encouraged to drop the complaint	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Your complaint was discounted or not taken seriously	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Members of your chain-of-command were hostile toward you	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Your coworkers were hostile toward you	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. No action was taken	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. You do not know what action was taken	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

***** Page Break *****

ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

69. How satisfied are you with the following aspects of the reporting process? *Mark one answer for each item.*

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
a. Availability of information about how to file a complaint	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Availability of information about how to follow-up on a complaint	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Treatment by personnel handling your complaint	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Amount of time it took/is taking to resolve your complaint	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. How well you were/are kept informed about the progress of your complaint	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Degree to which your privacy was/is being protected	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. The complaint process overall	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

***** Page Break *****

ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

70. Do you feel that your chances of having a successful military career will be affected by making this report?

- ☐ Yes, your chances will be improved
- ☐ Yes, your chances will be worse
- ☐ No, your career will not be affected

***** Page Break *****

ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

71. Was your complaint found to be true?

- ☐ Yes
- ☐ No
- ☐ They were unable to determine whether your complaint was true or not.
- ☐ Does not apply, the action is still being processed

***** Page Break *****

ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

72. What was the outcome of your complaint? Mark "Yes," "No," or "Don't know" for each.

	Yes	No	Don't know
a. The outcome of your complaint was explained to you	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. The situation was corrected	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Some action was taken against the person(s) who bothered you	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Nothing was done about the complaint	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Action was taken against you	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

***** Page Break *****

ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

73. How satisfied were you with the outcome of your complaint?

- ☐ Very satisfied
- ☐ Satisfied
- ☐ Neither satisfied nor dissatisfied
- ☐ Dissatisfied
- ☐ Very dissatisfied

***** Page Break *****

ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

74. Did you report all of the behaviors you experienced to one of the installation/Service/DoD individuals or organizations?

- ☐ Yes
☐ No

***** Page Break *****

ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

75. What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations? Mark "Yes" or "No" for each.

	Yes	No
a. Was not important enough to report	<input type="checkbox"/>	<input type="checkbox"/>
b. You did not know how to report	<input type="checkbox"/>	<input type="checkbox"/>
c. You felt uncomfortable making a report	<input type="checkbox"/>	<input type="checkbox"/>
d. You took care of the problem yourself	<input type="checkbox"/>	<input type="checkbox"/>
e. You did not think anything would be done	<input type="checkbox"/>	<input type="checkbox"/>
f. You thought you would not be believed	<input type="checkbox"/>	<input type="checkbox"/>
g. You thought reporting would take too much time and effort	<input type="checkbox"/>	<input type="checkbox"/>
h. You thought you would be labeled a troublemaker	<input type="checkbox"/>	<input type="checkbox"/>
i. You thought it would make your work situation unpleasant	<input type="checkbox"/>	<input type="checkbox"/>
j. You thought your performance evaluation or chance for promotion would suffer	<input type="checkbox"/>	<input type="checkbox"/>
k. You were afraid of retaliation/reprisals from the person(s) who did it or from their friends	<input type="checkbox"/>	<input type="checkbox"/>
l. You were afraid of retaliation/reprisals from your chain-of-command	<input type="checkbox"/>	<input type="checkbox"/>
m. You did not know the identity of the person(s) who did it	<input type="checkbox"/>	<input type="checkbox"/>
n. Situation only involved civilian(s) off an installation	<input type="checkbox"/>	<input type="checkbox"/>

***** Page Break *****

ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

**76. Did any of the following things happen in response to how you handled the situation?
Mark "Yes," "No," or "Don't know" for each.**

	Yes	No	Don't know
a. You were ignored or shunned by others at work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. You were blamed for the situation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. You were given less favorable job duties	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. You were denied an opportunity for training	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. You were given an unfair job performance appraisal	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. You were denied a promotion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. You were transferred to a less desirable job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

***** Page Break *****

ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

**77. Do you consider ANY of the things which YOU MARKED AS HAPPENING TO YOU
in response to how you handled the situation to have been retaliation for reporting
your experience?**

- ☐ Yes
- ☐ No
- ☐ Don't know

***** Page Break *****

PERSONNEL POLICY AND PRACTICES

78. Please give your opinion about whether the persons below make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what is said officially. Mark "Yes," "No," or "Don't know" for each.

	Yes	No	Don't know
a. Senior leadership of my Service	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Senior leadership of my installation/ship	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. My immediate supervisor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

***** Page Break *****

PERSONNEL POLICY AND PRACTICES

79. Has the military paid too much or too little attention to racial/ethnic harassment and discrimination during the past several years?

- ☐ Too much attention
- ☐ The right amount of attention
- ☐ Too little attention

***** Page Break *****

PERSONNEL POLICY AND PRACTICES

80. In your work group, to what extent...

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Would members of your work group feel free to report racial/ethnic harassment and discrimination without fear of reprisals?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Would complaints about racial/ethnic harassment and discrimination be taken seriously?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Would people be able to get away with racial/ethnic harassment and discrimination?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Are policies forbidding racial/ethnic harassment and discrimination publicized?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Are complaint procedures related to racial/ethnic harassment and discrimination publicized?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

***** Page Break *****

PERSONNEL POLICY AND PRACTICES

81. At your current duty station, would you know how to report experiences of race/ethnic harassment and/or discrimination?

- ☐ Yes
☐ No

***** Page Break *****

PERSONNEL POLICY AND PRACTICES

82. At your installation/ship, to what extent...

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Would Service members feel free to report racial/ethnic harassment and discrimination without fear of reprisals?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Would complaints about racial/ethnic harassment and discrimination be taken seriously?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Would people be able to get away with racial/ethnic harassment and discrimination?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Are policies forbidding racial/ethnic harassment and discrimination publicized?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Are complaint procedures related to racial/ethnic harassment and discrimination publicized?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Is the availability of complaint hotlines publicized?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Do people feel free to sit wherever they choose in dining halls regardless of race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Do people feel free to use any recreation facilities regardless of race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Are racist/extremist organizations or activities a problem?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Are hate crimes/activities a problem?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. Are gang activities a problem?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. Are racist/extremist organizations or activities a problem in the local community around your installation?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. Are hate groups/extremist activities a problem in the local community around your installation?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

***** Page Break *****

PERSONNEL POLICY AND PRACTICES

83. To what extent...

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Do you feel uneasy being around people who are of race/ethnic backgrounds different from yours?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Have you felt pressure from Service members who are of your race/ethnicity not to socialize with members of other race/ethnic groups?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Do you feel comfortable interacting with people from different race/ethnic groups?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

***** Page Break *****

PERSONNEL POLICY AND PRACTICES

84. Have you tried to avoid an assignment in the military because you thought you might be subjected to racial/ethnic harassment or discrimination... *Mark "Yes" or "No" for each.*

	Yes	No
a. At a Command or on an installation/ship?	<input type="checkbox"/>	<input type="checkbox"/>
b. In the local community around an installation?	<input type="checkbox"/>	<input type="checkbox"/>

***** Page Break *****

PERSONNEL POLICY AND PRACTICES

85. During the past 12 months, have you been involved in a racial confrontation...

	No, and I have NOT seen it happen to others	No, but I have seen it happen to others	Yes, but I have NOT seen it happen to others	Yes, and I have seen it happen to others
a. On your installation/ship?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. In the local community around your installation?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

***** Page Break *****

PERSONNEL POLICY AND PRACTICES

86. How would you rate race relations... *Mark one answer for each statement.*

	Excellent	Very good	Good	Fair	Poor
a. In your work group?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. At your installation/ship?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. In your Service?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. In the local community around your installation?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

***** Page Break *****

TRAINING

87. Have you had any training from military sources during the past 12 months on topics related to racial/ethnic harassment and discrimination?

- ☐ Yes
☐ No

***** Page Break *****

TRAINING

88. In the past 12 months, how many times have you had training from military sources on topics related to racial/ethnic harassment and discrimination? *To indicate nine or more, enter "9".*

***** Page Break *****

TRAINING

89. My Service's training...

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. Provides a good understanding of what words and actions are considered racial/ethnic harassment and discrimination.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Teaches that racial/ethnic harassment and discrimination reduces the cohesion and effectiveness of your Service as a whole.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Identifies behaviors that are offensive to others and should not be tolerated.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Gives useful tools for dealing with racial/ethnic harassment and discrimination.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Explains the process for reporting racial/ethnic harassment and discrimination.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Makes you feel it is safe to complain about offensive, race/ethnic-related situations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Promotes cross-cultural awareness.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Provides information about policies, procedures, and consequences of racial/ethnic harassment and discrimination.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Provides information on your Service's policies on participation in hate groups/gangs/extremist activities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Promotes religious tolerance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

***** Page Break *****

TRAINING

90. In your opinion, how effective was the training you received in actually reducing/preventing behaviors which might be seen as racial/ethnic harassment and discrimination?

- ☐ Very effective
- ☐ Moderately effective
- ☐ Slightly effective
- ☐ Not at all effective

***** Page Break *****

MILITARY/CIVILIAN COMPARISONS

91. How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world?

	Much better in the military	Better in the military	No difference	Better as a civilian	Much better as a civilian
a. Promotion opportunities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Pay and benefits	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Fair performance evaluations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Education and training opportunities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Quality of life	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Fair administration of criminal justice	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Chance to show pride in yourself	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Chance to show pride in your race/ethnic group	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Freedom from harassment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Freedom from discrimination	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. Freedom from extremism/hate crimes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. Race/ethnic relations overall	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

***** Page Break *****

MILITARY/CIVILIAN COMPARISONS

92. Do you have friends of a different race/ethnicity with whom you socialize in your home/quarters?

- ☐ Yes
☐ No

***** Page Break *****

MILITARY/CIVILIAN COMPARISONS

93. Do you have close personal friends who are of a different race/ethnicity than yours?

- ☐ Yes
- ☐ No

***** Page Break *****

MILITARY/CIVILIAN COMPARISONS

94. Compared to right before you entered the military, do you have more or fewer close personal friends who are of a race/ethnicity different from yours?

- ☐ More now
- ☐ About the same
- ☐ Fewer now

***** Page Break *****

MILITARY/CIVILIAN COMPARISONS

95. In your opinion, have race/ethnic relations in our nation gotten better or worse over the last 5 years?

- ☐ Better today
- ☐ About the same as 5 years ago
- ☐ Worse today

***** Page Break *****

MILITARY/CIVILIAN COMPARISONS

96. In your opinion, have opportunities in our nation gotten better or worse over the last 5 years for...

	Much better	Better	Neither better nor worse	Worse	Much worse
a. Blacks or African Americans	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. American Indians or Alaska Natives	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Asians, Native Hawaiians or Pacific Islanders	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Spanish/Hispanic/Latinos	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Arab Americans	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Whites	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Muslims	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

***** Page Break *****

MILITARY/CIVILIAN COMPARISONS

97. In your opinion, how often does racial/ethnic harassment and discrimination occur in the military now, as compared with a few years ago?

- ☐ Much less often
- ☐ Less often
- ☐ About the same
- ☐ More often
- ☐ Much more often

***** Page Break *****

MILITARY/CIVILIAN COMPARISONS

98. In your opinion, have race/ethnic relations in the military gotten better or worse over the last 5 years?

- ☐ Better today
☐ About the same as 5 years ago
☐ Worse today

***** Page Break *****

MILITARY/CIVILIAN COMPARISONS

99. In your opinion, have opportunities in the military gotten better or worse over the last 5 years for...

	Much better	Better	Neither better nor worse	Worse	Much worse
a. Blacks or African Americans	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. American Indians or Alaska Natives	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Asians, Native Hawaiians or Pacific Islanders	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Spanish/Hispanic/Latinos	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Arab Americans	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Whites	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Muslims	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

***** Page Break *****

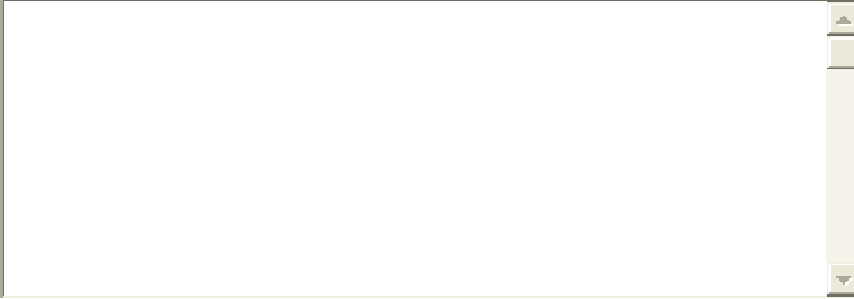
TAKING THE SURVEY

100. Thank you for participating in the Workplace and Equal Opportunity Survey of Active-Duty Members. If you would like to receive a message advising you of when and where the results will be available, please provide your E-mail address. Your address will only be used for this purpose.

***** Page Break *****

TAKING THE SURVEY

101. If you have comments or concerns that you were not able to express in answering this survey, please enter them in the space provided. Any comments you make on this questionnaire will be kept confidential, and no follow-up action will be taken in response to any specifics reported. If you want to report a harassment problem, information about how to do so is available through your Equal Opportunity or Civil Rights Office.



***** Page Break *****

Appendix C

Communications



January 10, 2005

1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73 74 75 76 77 78 79 80 81 82 83 84 85 86 87 88 89 90 91 92 93 94 95 96 97 98 99 100

You have been selected to participate in the *2005 Workplace and Equal Opportunity Survey of Active-Duty Members*. The survey will be available at the Web site below around January 24, 2005. The survey will ask for your opinions on a variety of topics related to your military service. This information will assist us in the development of policies and programs that will improve the workplace for all military members.

I urge you to share your perspective on these important issues. This is your chance to directly impact the formulation of military personnel policies. These surveys are *Official Business* and can be completed at your duty station, using government equipment. If you choose, you can also complete the survey at home or elsewhere. I assure you that your responses will be kept confidential. No information about you as an individual will be released.

Please take the time today to provide us with an e-mail address to receive notifications about the survey by going to our Web site: <http://dodsurvey.osd.mil/> At the Web site, you will be asked to enter your **Ticket Number**. Your number is **TXXXXXXX**

If your address on this letter is incorrect, please contact us at the Web site above. If you cannot access the Web site or if you have questions pertaining to the survey, there are three other ways to contact us: by calling our Survey Processing Center at 1-800-881-5307, contacting us at HRSurvey@osd.pentagon.mil, or sending a facsimile to 1-763-268-3011.

Thank you for your time and assistance in this very important effort. For more information on this survey program, please see the enclosed brochure.

Sincerely,

Sincerely,
David W. C. Chen

David S. C. Chu
Under Secretary of Defense
(Personnel and Readiness)

Enclosure:
As stated



UNDER SECRETARY OF DEFENSE
4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

PERSONNEL AND
READINESS

January 18, 2005

*****5-DIGIT SCH 23454

LCPL SHANNON SAMPLE USMC 04000058

1234 ANYSTREET

ANYTOWN ZZ 23454-9200

|||||

Dear Lance Corporal Sample:

We recently sent you a letter asking you to participate in the *2005 Workplace and Equal Opportunity Survey of Active-Duty Members*. The survey will be available at the Web site below about January 24, 2005. To take the survey, you need to log onto the following Web site:

<http://dodsurvey.osd.mil/> To access the survey, you will need to enter the following **Ticket Number: TXXXXXXX**

The survey should take about 30 minutes to complete. Please keep in mind, these surveys are *Official Business* and they can be completed at your duty station, using government equipment. You can also complete the survey at home or elsewhere.

Your participation in this survey effort is important. You were scientifically selected, as part of a small group of people, to participate in this survey. Therefore, your answers will represent the views of many others like yourself. This is your opportunity to inform officials of your satisfaction with DoD personnel programs and policies. Be assured your responses will be kept completely confidential. Only group statistics will be compiled and reported. No information about you as an individual will be disclosed.

If you cannot access the Web, or experience any other problem with the survey, please e-mail HRSurvey@osd.pentagon.mil or leave a message anytime, toll-free, at 1-800-881-5307.

Your time and cooperation in this very important effort are greatly appreciated. The enclosed brochure provides additional information on our survey program.

Sincerely,

David S. C. Chu
Under Secretary of Defense
(Personnel and Readiness)

Enclosure:
As stated



UNDER SECRETARY OF DEFENSE
4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

PERSONNEL AND
READINESS

February 7, 2005

*****5-DIGIT SCH 23454

LCPL SHANNON SAMPLE USMC 04186056

1234 ANYSTREET

ANYTOWN ZZ 23454-9200

|||||

Dear Lance Corporal Sample:

Recently, you were asked to participate in the *2005 Workplace and Equal Opportunity Survey of Active-Duty Members*. If you have already completed the survey, I want to thank you for taking the time to do so.

If you have not had a chance to complete the survey or were thinking about not participating, I ask that you reconsider. Your participation is crucial and I appreciate your taking the time to complete the survey—this really is your chance to express your views on military personnel issues.

If you have not done so already, please take the survey by logging onto the following Web site: <http://dodsurvey.osd.mil/> At the Web site, you will need to enter your **Ticket Number: TXXXXXXX**

If you cannot take the survey now, please take it soon. The survey should take only 30 minutes to complete. Since these surveys are *Official Business*, you can use the computer at your duty station to complete the survey. If you have any questions, please e-mail HRSurvey@osd.pentagon.mil or leave a message anytime, toll-free, at 1-800-881-5307.

Your time and cooperation in this very important effort are greatly appreciated.

Sincerely,

David S. C. Chu
Under Secretary of Defense
(Personnel and Readiness)



UNDER SECRETARY OF DEFENSE
4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

PERSONNEL AND
READINESS

March 16, 2005

*****5-DIGIT SCH 23454

LCPL SHANNON SAMPLE USMC 04281108

1234 ANYSTREET

ANYTOWN ZZ 23454-9200

|||||

Dear Lance Corporal Sample:

Recently, you were asked to participate in the *2005 Workplace and Equal Opportunity Survey of Active-Duty Members*. At the time this letter was prepared, your completed questionnaire had not been received by the Survey Processing Center. Because your views and opinions are important, I urge you to take this final opportunity to complete the survey.

The survey findings will be reviewed by senior Defense officials and used in the formulation of military personnel policies. We have sent the survey to a scientifically selected sample of people so that the survey findings will accurately represent the opinions and attitudes of all active-duty members. However, the success of this method is dependent on you, and others like you, who are willing to complete and return the questionnaire.

If you have already completed the survey, we thank you for your time and cooperation. If you have not already done so, please take time to complete the questionnaire previously mailed to you or complete the survey via the Web. To access the Web version of the survey, go to <http://dodsurvey.osd.mil/> and enter this Ticket Number: TXXXXXXX

It is not necessary to complete the survey in one sitting. The Web site has been set up to allow you to start and stop as necessary. If you cannot access the Internet or if you have any questions pertaining to the survey, please call our Survey Processing Center at 1-800-881-5307, e-mail HRSurvey@osd.pentagon.mil, or send a facsimile to 1-763-268-3011. For your views to be included in the survey results, your survey must be received within 3 weeks of receiving this letter.

Thank you for your time and assistance in this very important effort.

Sincerely,

David S. C. Chu
Under Secretary of Defense
(Personnel and Readiness)

Notification

January 24, 2005

2005 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF ACTIVE-DUTY MEMBERS

Dear:

Your Ticket Number:

You were recently sent a letter from the Under Secretary of Defense for Personnel and Readiness asking you to participate in the 2005 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF ACTIVE-DUTY MEMBERS. The survey is now available at this Web site:

<http://dodsurvey.osd.mil>

Simply double-click on this address to go directly to the Web site. If this does not work, "copy and paste" this address into the Web address box of your Internet browser. Once at the Web site, you will need to enter the following Ticket Number:

These surveys are Official Business, and can be completed at your work station using government equipment. If you choose, you can also complete the survey at home or elsewhere. The survey should take 30 minutes to complete. This is your opportunity to inform senior Defense officials of your opinions on these important topics. Be assured your responses will be completely confidential. No information about you as an individual will be used.

It is not necessary to complete the online survey in one sitting. You can start and stop as necessary. If you have any questions or concerns, you may reply to this message, send an e-mail to HRSurvey@osd.pentagon.mil, or leave a message anytime, toll-free, at 1-800-881-5307.

Thank you for participating in the 2005 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF ACTIVE-DUTY MEMBERS.

P.S. for Families of Deployed Members: We need to hear from all members, even those deployed or away for other reasons. If possible, please forward this message to your military family member.

First Email Reminder

February 1, 2005

2005 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF ACTIVE-DUTY MEMBERS

Dear:

Your Ticket Number:

If you have already taken the time to take the 2005 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF ACTIVE-DUTY MEMBERS, thank you. If you have not had a chance to complete the survey, please try to take the time to do so today.

The Web site for the survey is: <http://dodsurvey.osd.mil> Simply double-click on this address to go directly to the Web site. If this does not work, "copy and paste" this address into the Web address box of your Internet browser. Once at the Web site, you will need to enter the following Ticket Number:

If you have any questions or concerns, you may reply to this message, send an e-mail to HRSurvey@osd.pentagon.mil, or leave a message anytime, toll-free, at 1-800-881-5307.

P.S. for Families of Deployed Members: We want to hear from all members, even those deployed or away for other reasons. If possible, please forward this e-mail to your military family member. Thank you.

Second Email Reminder

February 9, 2005

2005 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF ACTIVE-DUTY MEMBERS

Dear:

Your Ticket Number:

If you have already taken the time to take the 2005 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF ACTIVE-DUTY MEMBERS, thank you. If you have not had a chance to complete the survey, please try to take the time to do so today.

The Web site for the survey is: <http://dodsurvey.osd.mil> Simply double-click on this address to go directly to the Web site. If this does not work, "copy and paste" this address into the Web address box of your Internet browser. Once at the Web site, you will need to enter the following Ticket Number:

If you were thinking about not participating, we ask you to reconsider. Your participation is important. You were scientifically selected, as part of a small group of people, to participate in this survey. Therefore, your answers will represent the views of many others like yourself. This is your opportunity to inform policy officials of your opinions on policies and programs that affect Service members.

Be assured that your responses will be completely confidential. Only group statistics will be reported. No information about you as an individual will be used.

If you have any questions or concerns, you may reply to this message, send an e-mail to HRSurvey@osd.pentagon.mil, or leave a message anytime, toll-free, at 1-800-881-5307.

P.S. for Families of Deployed Members: We want to hear from all members, even those deployed or away for other reasons. If possible, please forward this e-mail to your military family member. Thank you.

Third Email Reminder

February 16, 2005

2005 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF ACTIVE-DUTY
MEMBERS

Dear:

Your Ticket Number:

We have received many, many surveys and want to thank all of you who have taken the time so far to answer the survey. Your input is greatly appreciated—thank you.

The survey results will help the Department of Defense to assess workplace issues in the military and to identify areas where improvements are needed. This is your opportunity to provide input in the formulation of policies that directly affect you and other service members.

The Web site for the survey is: <http://dodsurvey.osd.mil>. Simply double-click on this address to go directly to the Web site. If this does not work, "copy and paste" this address into the Web address box of your Internet browser. Once at the Web site, you will need to enter the following Ticket Number:

If you have any questions or concerns, you may reply to this message, send an e-mail to HRSurvey@osd.pentagon.mil, or leave a message anytime, toll-free, at 1-800-881-5307.

P.S. for Families of Deployed Members: We want to hear from all members, even those deployed or away for other reasons. If possible, please forward this e-mail to your military family member. Thank you.

Fourth Email Reminder

February 25, 2005

2005 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF ACTIVE-DUTY MEMBERS

Dear:

Your Ticket Number:

If you have already taken the time to take the 2005 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF ACTIVE-DUTY MEMBERS, thank you. If you have not had a chance to complete the survey, please try to take the time to do so today.

The Web site for the survey is: <http://dodsurvey.osd.mil> Simply double-click on this address to go directly to the Web site. If this does not work, "copy and paste" this address into the Web address box of your Internet browser. Once at the Web site, you will need to enter the following Ticket Number:

If you were thinking about not participating, we ask you to reconsider. Your participation is important. You were scientifically selected, as part of a small group of people, to participate in this survey. Therefore, your answers will represent the views of many others like yourself. This is your opportunity to inform policy officials of your opinions on policies and programs that affect service members.

Be assured that your responses will be completely confidential. Only group statistics will be reported. No information about you as an individual will be used.

If you have any questions or concerns, you may reply to this message, send an e-mail to HRSurvey@osd.pentagon.mil, or leave a message anytime, toll-free, at 1-800-881-5307.

P.S. for Families of Deployed Members: We want to hear from all members, even those deployed or away for other reasons. If possible, please forward this e-mail to your military family member. Thank you.

Fifth Email Reminder

March 7, 2005

2005 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF ACTIVE-DUTY MEMBERS

Dear:

Your Ticket Number:

For those who have completed the 2005 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF ACTIVE-DUTY MEMBERS, thank you. If you have not had a chance to complete the survey, please try to take the time today to do so, either by completing the survey on the Web site below or by filling out and returning the questionnaire you received earlier in the mail. Your opinions are very important, especially at this critical time.

The Web site for the survey is: <http://dodsurvey.osd.mil>. Simply double-click on this address to go directly to the Web site. If this does not work, "copy and paste" this address into the Web address box of your Internet browser. Once at the Web site, you will need to enter the following Ticket Number:

If you have partially completed the survey, but have not clicked the "Submit Button," please go back, log onto the Web site, complete as many items as you can and submit the survey to us.

If you have any questions or concerns, you may reply to this message, send an e-mail to HRSurvey@osd.pentagon.mil, or leave a message anytime, toll-free, at 1-800-881-5307.

P.S. for Families of Deployed Members: We want to hear from all members, even those deployed or away for other reasons. If possible, please forward this e-mail to your military family member. Thank you.

Sixth Email Reminder

March 16, 2005

2005 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF ACTIVE-DUTY MEMBERS

Dear:

Your Ticket Number:

For those who have completed the 2005 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF ACTIVE-DUTY MEMBERS, thank you. If you have not had a chance to complete the survey, please try to take the time to take the survey before the Web site shuts down on March 31, 2005.

The Web site for the survey is: <http://dodsurvey.osd.mil>. Simply double-click on this address to go directly to the Web site. If this does not work, "copy and paste" this address into the Web address box of your Internet browser. Once at the Web site, you will need to enter the following Ticket Number:

If you have partially completed the survey, but have not clicked the "Submit Button," please go back, log onto the Web site, complete as many items as you can and submit the survey to us.

Be assured your responses will be completely confidential. Only group statistics will be reported. No information about you as an individual will be used.

If you have any questions or concerns, you may reply to this message, send an e-mail to HRSurvey@osd.pentagon.mil, or leave a message anytime, toll-free, at 1-800-881-5307.

Again, thank you for completing the survey.

Final Email Reminder

March 24, 2005

2005 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF ACTIVE-DUTY MEMBERS

Dear:

Your Ticket Number:

If you have already taken the time to take the 2005 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF ACTIVE-DUTY MEMBERS, thank you. If you have not there are only 4 more days remaining before we will have to close the Web site. Please take the time before March 31, 2005 to take the survey.

The Web site for the survey is <http://dodsurvey.osd.mil>. Simply double-click on this address to go directly to the Web site. If this does not work, "copy and paste" this address into the Web address box of your Internet browser. Once at the Web site, you will need to enter the following Ticket Number:

If you have partially completed the survey, but have not clicked the "Submit Button," please go back, log onto the Web site, complete as many items as you can and submit the survey to us. After March 31, 2005, we will consider whatever items you have completed at that point to be your intended response.

If you have any questions or concerns, you may reply to this message, send an e-mail to HRSurvey@osd.pentagon.mil, or leave a message anytime, toll-free, at 1-800-881-5307.



ASSISTANT COMMANDANT FOR HUMAN RESOURCES
UNITED STATES COAST GUARD
WASHINGTON, D.C. 20593-0001

January 10, 2005

*****5-DIGIT SCH 23454

PO3 LESLIE SAMPLE USCG 04086711

1234 ANYSTREET

ANYTOWN ZZ 23454-9200

|||||

Dear Petty Officer Sample:

You have been selected to participate in the *2005 Workplace and Equal Opportunity Survey of Active-Duty Members*. The survey will be available at the Web site below around January 24, 2005. The survey will ask for your opinions on a variety of topics related to your Coast Guard service. This information will assist us in the development of policies and programs that will improve the workplace for all service members.

I urge you to share your perspective on these important issues. This is your chance to directly impact the formulation of personnel policies. These surveys are *Official Business* and can be completed at your duty station, using government equipment. If you choose, you can also complete the survey at home or elsewhere. I assure you that your responses will be kept confidential. No information about you as an individual will be released.

Please take the time today to provide us with an e-mail address to receive notifications about the survey by going to our Web site: <http://dodsurvey.osd.mil/>. At the Web Site, you will be asked to enter your **Ticket Number**. Your number is **TXXXXXXX**.

If your address on this letter is incorrect, please contact us at the Web site above. If you cannot access the Web site or if you have questions pertaining to the survey, there are three other ways to contact us: by calling our Survey Processing Center at 1-800-881-5307, contacting us at HRSurvey@osd.pentagon.mil, or sending a facsimile to 1-763-268-3011.

Thank you for your time and assistance in this very important effort. For more information on this survey program, please see the enclosed brochure.

Sincerely,

Kenneth T. Venuto
Rear Admiral, U.S. Coast Guard
Assistant Commandant for Human Resources

Enclosure:
As stated



ASSISTANT COMMANDANT FOR HUMAN RESOURCES
UNITED STATES COAST GUARD
WASHINGTON, D.C. 20593-0001

January 18, 2005

*****5-DIGIT SCH 23454

PO3 LESLIE SAMPLE USCG 04086711
1234 ANYSTREET
ANYTOWN ZZ 23454-9200

|||||

Dear Petty Officer Sample:

We recently sent you a letter asking you to participate in the *2005 Workplace and Equal Opportunity Survey of Active-Duty Members*. The survey will be available at the Web site below about January 24, 2005. To take the survey, you need to log onto the following Web site:

<http://dodsurvey.osd.mil/> To access the survey, you will need to enter the following Ticket Number: TXXXXXXX

The survey should take about 30 minutes to complete. Please keep in mind, these surveys are *Official Business* and they can be completed at your duty station, using government equipment. You can also complete the survey at home or elsewhere.

Your participation in this survey effort is important. You were scientifically selected, as part of a small group of people, to participate in this survey. Therefore, your answers will represent the views of many others like yourself. This is your opportunity to inform officials of your satisfaction with personnel programs and policies that affect you. Be assured your responses will be kept completely confidential. Only group statistics will be compiled and reported. No information about you as an individual will be disclosed.

If you cannot access the Web, or experience any other problem with the survey, please e-mail HRSurvey@osd.pentagon.mil or leave a message anytime, toll-free, at 1-800-881-5307.

Your time and cooperation in this very important effort are greatly appreciated. The enclosed brochure provides additional information on our survey program.

Sincerely,

Kenneth T. Venuto
Rear Admiral, U.S. Coast Guard
Assistant Commandant for Human Resources

Enclosure:
As stated



ASSISTANT COMMANDANT FOR HUMAN RESOURCES
UNITED STATES COAST GUARD
WASHINGTON, D.C. 20593-0001

March 2, 2005

*****5-DIGIT SCH 23454

PO3 LESLIE SAMPLE USCG 00465241

1234 ANYSTREET

ANYTOWN ZZ 23454-9200

|||||

Dear Petty Officer Sample:

The United States Coast Guard is seeking your help through your participation in the *2005 Workplace and Equal Opportunity Survey of Active-Duty Members*. You were selected in a random sample of service members to participate in this study. The information you and other service members provide will be used to evaluate discrimination/harassment policies and programs and to identify areas where improvements are needed.

Completing the enclosed survey should only take about 30 minutes of your time. Please provide frank responses to the survey questions. I assure you your responses will be kept confidential. Only group statistics will be reported. To conduct the survey, administrators must know your identity to provide you with the survey materials; however, this information will be used only in administering the survey. No information about an individual will be released.

Should you prefer, you may use the Web to complete this survey. The Web site has been set up to allow you to start and stop as necessary. Simply go to the following Web address: <http://dodsurvey.osd.mil/> and input your Ticket Number: TXXXXXXX

If you choose to complete the paper survey, please return it at your earliest convenience in the enclosed, postage-paid envelope. If you have any questions, you may send electronic mail (e-mail) to HRSurvey@osd.pentagon.mil or leave a message anytime, toll-free, at 1-800-881-5307.

Thank you for your time and cooperation in completing this survey.

Sincerely,

Kenneth T. Venuto
Rear Admiral, U.S. Coast Guard
Assistant Commandant for Human Resources

Enclosure:
As stated



ASSISTANT COMMANDANT FOR HUMAN RESOURCES
UNITED STATES COAST GUARD
WASHINGTON, D.C. 20593-0001

March 16, 2005

*****5-DIGIT SCH 23454

PO3 LESLIE SAMPLE USCG 04343185
1234 ANYSTREET
ANYTOWN ZZ 23454-9200

|||||

Dear Petty Officer Sample:

Recently, you were asked to participate in the *2005 Workplace and Equal Opportunity Survey of Active-Duty Members*. At the time this letter was prepared, your completed questionnaire had not been received by the Survey Processing Center. Because your views and opinions are important, I urge you to take this final opportunity to complete the survey.

The survey findings will be reviewed by officials and used in the formulation of personnel policies. We have sent the survey to a scientifically selected sample of people so that the survey findings will accurately represent the opinions and attitudes of all active-duty members. However, the success of this method is dependent on you, and others like you, who are willing to complete and return the questionnaire.

If you have already completed the survey, we thank you for your time and cooperation. If you have not already done so, please take time to complete the questionnaire previously mailed to you or complete the survey via the Web. To access the Web version of the survey, go to <http://dodsurvey.osd.mil/> and enter this Ticket Number: TXXXXXXX

It is not necessary to complete the survey in one sitting. The Web site has been set up to allow you to start and stop as necessary. If you cannot access the Internet or if you have any questions pertaining to the survey, please call our Survey Processing Center at 1-800-881-5307, e-mail HRSurvey@osd.pentagon.mil, or send a facsimile to 1-763-268-3011. For your views to be included in the survey results, your survey must be received within 3 weeks of receiving this letter.

Thank you for your time and assistance in this very important effort.

Sincerely,

Kenneth T. Venuto
Rear Admiral, U.S. Coast Guard
Assistant Commandant for Human Resources

Notification

January 24, 2005

2005 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF ACTIVE-DUTY MEMBERS

Dear:

Your Ticket Number:

You were recently sent a letter from the Assistant Commandant for Human Resources asking you to participate in the 2005 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF ACTIVE-DUTY MEMBERS. The survey is now available at this Web site:

<http://dodsurvey.osd.mil>

Simply double-click on this address to go directly to the Web site. If this does not work, "copy and paste" this address into the Web address box of your Internet browser. Once at the Web site, you will need to enter the following Ticket Number:

These surveys are Official Business, and can be completed at your work station using government equipment. If you choose, you can also complete the survey at home or elsewhere. The survey should take 30 minutes to complete. This is your opportunity to provide input in the formulation of policies that directly affect you and other Coast Guard members. Be assured your responses will be completely confidential. No information about you as an individual will be used.

It is not necessary to complete the online survey in one sitting. You can start and stop as necessary. If you have any questions or concerns, you may reply to this message, send an e-mail to HRSurvey@osd.pentagon.mil, or leave a message anytime, toll-free, at 1-800-881-5307.

Thank you for participating in the 2005 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF ACTIVE-DUTY MEMBERS.

P.S. for Families of Deployed Members: We need to hear from all members, even those deployed or away for other reasons. If possible, please forward this message to your family member.

First Email Reminder

February 1, 2005

2005 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF ACTIVE-DUTY MEMBERS

Dear:

Your Ticket Number:

If you have already taken the time to take the 2005 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF ACTIVE-DUTY MEMBERS, thank you. If you have not had a chance to complete the survey, please try to take the time to do so today.

The Web site for the survey is: <http://dodsurvey.osd.mil> Simply double-click on this address to go directly to the Web site. If this does not work, "copy and paste" this address into the Web address box of your Internet browser. Once at the Web site, you will need to enter the following Ticket Number:

If you have any questions or concerns, you may reply to this message, send an e-mail to HRSurvey@osd.pentagon.mil, or leave a message anytime, toll-free, at 1-800-881-5307.

P.S. for Families of Deployed Members: We want to hear from all members, even those deployed or away for other reasons. If possible, please forward this e-mail to your military family member. Thank you.

Second Email Reminder

February 9, 2005

2005 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF ACTIVE-DUTY MEMBERS

Dear:

Your Ticket Number:

We have received many, many surveys and want to thank all of you who have taken the time so far to answer the survey. Your input is greatly appreciated—thank you.

The survey results will help the Department of Defense to assess workplace issues in the military and to identify areas where improvements are needed. This is your opportunity to provide input in the formulation of policies that directly affect you and other service members.

The Web site for the survey is: <http://dodsurvey.osd.mil>. Simply double-click on this address to go directly to the Web site. If this does not work, "copy and paste" this address into the Web address box of your Internet browser. Once at the Web site, you will need to enter the following Ticket Number:

If you have any questions or concerns, you may reply to this message, send an e-mail to HRSurvey@osd.pentagon.mil, or leave a message anytime, toll-free, at 1-800-881-5307.

P.S. for Families of Deployed Members: We want to hear from all members, even those deployed or away for other reasons. If possible, please forward this e-mail to your family member. Thank you.

Third Email Reminder

February 17, 2005

2005 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF ACTIVE-DUTY MEMBERS

Dear:

Your Ticket Number:

If you have already taken the time to take the 2005 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF ACTIVE-DUTY MEMBERS, thank you. If you have not had a chance to complete the survey, please try to take the time to do so today.

The Web site for the survey is: <http://dodsurvey.osd.mil>. Simply double-click on this address to go directly to the Web site. If this does not work, "copy and paste" this address into the Web address box of your Internet browser. Once at the Web site, you will need to enter the following Ticket Number:

If you were thinking about not participating, we ask you to reconsider. Your participation is important. You were scientifically selected, as part of a small group of people, to participate in this survey. Therefore, your answers will represent the views of many others like yourself. This is your opportunity to inform policy officials of your opinions on policies and programs that affect service members.

Be assured that your responses will be completely confidential. Only group statistics will be reported. No information about you as an individual will be used.

If you have any questions or concerns, you may reply to this message, send an e-mail to HRSurvey@osd.pentagon.mil, or leave a message anytime, toll-free, at 1-800-881-5307.

P.S. for Families of Deployed Members: We want to hear from all members, even those deployed or away for other reasons. If possible, please forward this e-mail to your family member. Thank you.

Fourth Email Reminder

February 25, 2005

2005 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF ACTIVE-DUTY MEMBERS

Dear:

Your Ticket Number:

If you have already taken the time to take the 2005 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF ACTIVE-DUTY MEMBERS, thank you. If you have not had a chance to complete the survey, please try to take the time to do so today.

The Web site for the survey is: <http://dodsurvey.osd.mil> Simply double-click on this address to go directly to the Web site. If this does not work, "copy and paste" this address into the Web address box of your Internet browser. Once at the Web site, you will need to enter the following Ticket Number:

If you were thinking about not participating, we ask you to reconsider. Your participation is important. You were scientifically selected, as part of a small group of people, to participate in this survey. Therefore, your answers will represent the views of many others like yourself. This is your opportunity to inform policy officials of your opinions on policies and programs that affect service members.

Be assured that your responses will be completely confidential. Only group statistics will be reported. No information about you as an individual will be used.

If you have any questions or concerns, you may reply to this message, send an e-mail to HRSurvey@osd.pentagon.mil, or leave a message anytime, toll-free, at 1-800-881-5307.

P.S. for Families of Deployed Members: We want to hear from all members, even those deployed or away for other reasons. If possible, please forward this e-mail to your military family member. Thank you.

Fifth Email Reminder

March 7, 2005

2005 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF ACTIVE-DUTY MEMBERS

Dear:

Your Ticket Number:

For those who have completed the 2005 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF ACTIVE-DUTY MEMBERS, thank you. If you have not had a chance to complete the survey, please try to take the time today to do so, either by completing the survey on the Web site below or by filling out and returning the questionnaire you received earlier in the mail. Your opinions are very important, especially at this critical time.

The Web site for the survey is: <http://dodsurvey.osd.mil>. Simply double-click on this address to go directly to the Web site. If this does not work, "copy and paste" this address into the Web address box of your Internet browser. Once at the Web site, you will need to enter the following Ticket Number:

If you have partially completed the survey, but have not clicked the "Submit Button," please go back, log onto the Web site, complete as many items as you can and submit the survey to us.

If you have any questions or concerns, you may reply to this message, send an e-mail to HRSurvey@osd.pentagon.mil, or leave a message anytime, toll-free, at 1-800-881-5307.

P.S. for Families of Deployed Members: We want to hear from all members, even those deployed or away for other reasons. If possible, please forward this e-mail to your family member. Thank you.

Sixth Email Reminder

March 16, 2005

2005 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF ACTIVE-DUTY MEMBERS

Dear:

Your Ticket Number:

For those who have completed the 2005 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF ACTIVE-DUTY MEMBERS, thank you. If you have not had a chance to complete the survey, please try to take the time to take the survey before the Web site shuts down on March 31, 2005.

The Web site for the survey is: <http://dodsurvey.osd.mil>. Simply double-click on this address to go directly to the Web site. If this does not work, "copy and paste" this address into the Web address box of your Internet browser. Once at the Web site, you will need to enter the following Ticket Number:

If you have partially completed the survey, but have not clicked the "Submit Button," please go back, log onto the Web site, complete as many items as you can and submit the survey to us.

Be assured your responses will be completely confidential. Only group statistics will be reported. No information about you as an individual will be used.

If you have any questions or concerns, you may reply to this message, send an e-mail to HRSurvey@osd.pentagon.mil, or leave a message anytime, toll-free, at 1-800-881-5307.

Again, thank you for completing the survey.

Final Email Reminder

March 24, 2005

2005 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF ACTIVE-DUTY MEMBERS

Dear:

Your Ticket Number:

If you have already taken the time to take the *2005 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF ACTIVE-DUTY MEMBERS*, thank you. If you have not there are only 4 more days remaining before we will have to close the Web site. Please take the time before March 31, 2005 to take the survey.

The Web site for the survey is: <http://dodsurvey.osd.mil>. Simply double-click on this address to go directly to the Web site. If this does not work, "copy and paste" this address into the Web address box of your Internet browser. Once at the Web site, you will need to enter the following Ticket Number:

If you have partially completed the survey, but have not clicked the "Submit Button," please go back, log onto the Web site, complete as many items as you can and submit the survey to us. After March 31, 2005, we will consider whatever items you have completed at that point to be your intended response.

If you have any questions or concerns, you may reply to this message, send an e-mail to HRSurvey@osd.pentagon.mil, or leave a message anytime, toll-free, at 1-800-881-5307.

Appendix D

Annotated Web Survey Form

YOUR BACKGROUND

EA001

1. I voluntarily consent to participate in this survey.

2 ☐ Yes

1 ☐ No

***** Page Break *****

YOUR BACKGROUND

NOT [EA001] = "1"

SRSVC1

2. In what Service were you on active duty on January 24, 2005?

1 ☐ Army

2 ☐ Navy

3 ☐ Marine Corps

4 ☐ Air Force

5 ☐ Coast Guard

6 ☐ None, you were separated or retired

***** Page Break *****

YOUR BACKGROUND

NOT [EA001] = "1" AND NOT [SRSVC1] = "6"

SRSEX

3. Are you...?

1 ☐ Male

2 ☐ Female

***** Page Break *****

YOUR BACKGROUND

NOT [EA001] = "1" AND NOT [SRSVC1] = "6"

SRGRADE

4. What is your current paygrade? Mark one.

- | | | | |
|---------------------------------------|--|---|---|
| <u>1</u> <input type="checkbox"/> E-1 | <u>6</u> <input type="checkbox"/> E-6 | <u>12</u> <input type="checkbox"/> W-2 | <u>22</u> <input type="checkbox"/> O-2/O-2E |
| <u>2</u> <input type="checkbox"/> E-2 | <u>7</u> <input type="checkbox"/> E-7 | <u>13</u> <input type="checkbox"/> W-3 | <u>23</u> <input type="checkbox"/> O-3/O-3E |
| <u>3</u> <input type="checkbox"/> E-3 | <u>8</u> <input type="checkbox"/> E-8 | <u>14</u> <input type="checkbox"/> W-4 | <u>24</u> <input type="checkbox"/> O-4 |
| <u>4</u> <input type="checkbox"/> E-4 | <u>9</u> <input type="checkbox"/> E-9 | <u>15</u> <input type="checkbox"/> W-5 | <u>25</u> <input type="checkbox"/> O-5 |
| <u>5</u> <input type="checkbox"/> E-5 | <u>11</u> <input type="checkbox"/> W-1 | <u>21</u> <input type="checkbox"/> O-1/O-1E | <u>26</u> <input type="checkbox"/> O-6 or above |

***** Page Break *****

YOUR BACKGROUND

NOT [EA001] = "1" AND NOT [SRSVC1] = "6"

SRHISPA1

5. Are you Spanish/Hispanic/Latino?

- 1 ☐ No, not Spanish/Hispanic/Latino
- 2 ☐ Yes, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/Hispanic/Latino

***** Page Break *****

YOUR BACKGROUND

NOT [EA001] = "1" AND NOT [SRSVC1] = "6"

SRRACEA, SRRACEB, SRRACEC, SRRACED, SRRACEE

6. What is your race? Mark one or more races to indicate what you consider yourself to be.

- ☐ White
- ☐ Black or African American
- ☐ American Indian or Alaska Native
- ☐ Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)
- ☐ Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)

***** Page Break *****

YOUR BACKGROUND

Ancestry refers to your ethnic origin or descent, "roots," or heritage. It may refer to your parents or ancestors country of birth before their arrival in the United States. If you were not born in the United States, ancestry may also refer to your country of birth. If you have more than one origin and cannot identify with a single ancestry group, you may report two ancestry groups (for example, German-Irish). Do not report a religious group as your ancestry.

NOT [EA001] = "1" AND NOT [SRSVC1] = "6"

EA007

7. What is your ancestry or ethnic origin? (For example, Italian, Jamaican, African American, Cambodian, Cape Verdean, Norwegian, Dominican, French Canadian, Haitian, Korean, Lebanese, Polish, Nigerian, Mexican, Taiwanese, Ukrainian, and so on.)



***** Page Break *****

YOUR BACKGROUND

NOT [EA001] = "1" AND NOT [SRSVC1] = "6"

SRED1

8. What is the highest degree or level of school that you have completed? Mark the one answer that describes the highest grade or degree that you have completed.

- 1 ☐ 12 years or less of school (no diploma)
- 2 ☐ High school graduate--high school diploma or equivalent (e.g., GED)
- 3 ☐ Some college credit, but less than 1 year
- 4 ☐ 1 or more years of college, no degree
- 5 ☐ Associate's degree (for example, AA, AS)
- 6 ☐ Bachelor's degree (for example, BA, AB, BS)
- 7 ☐ Master's, doctoral, or professional school degree (for example, MA, MS, MEng, MBA, MSW, PhD, MD, JD, DVM)

***** Page Break *****

FAMILY AND HOUSEHOLD INFORMATION

NOT [EA001] = "1" AND NOT [SRSVC1] = "6"

SRMARST

9. What is your marital status? Mark one.

- 1 ☐ Married
2 ☐ Separated
3 ☐ Divorced
4 ☐ Widowed
5 ☐ Never married

***** Page Break *****

FAMILY AND HOUSEHOLD INFORMATION

NOT [EA001] = "1" AND NOT [SRSVC1] = "6"

EA010

10. How many years have you been married to your current spouse? If you are not married, how long have you been in a relationship with your current significant other (that is, girlfriend or boyfriend)?

- 60 ☐ Does not apply; I am not married and I do not have a girlfriend/boyfriend
1 ☐ Less than 1 year
2 ☐ 1 year to less than 6 years
3 ☐ 6 years to less than 10 years
4 ☐ 10 years or more

***** Page Break *****

FAMILY AND HOUSEHOLD INFORMATION

((([EA010] = "1" OR [EA010] = "2") OR [EA010] = "3") OR [EA010] = "4") AND NOT [EA001] = "1" AND NOT [SRSVC1] = "6"

SRHISPAS

11. Is your spouse/significant other Spanish/Hispanic/Latino?

- 1 ☐ No, not Spanish/Hispanic/Latino
2 ☐ Yes, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/Hispanic/Latino

***** Page Break *****

FAMILY AND HOUSEHOLD INFORMATION

((([EA010] = "1" OR [EA010] = "2") OR [EA010] = "3") OR [EA010] = "4") AND NOT [EA001] = "1" AND NOT [SRSVC1] = "6"

SRRACEAS, SRRACEBS, SRRACECS, SRRACEDS, SRRACEES

12. What race is your spouse/significant other? Mark one or more races to indicate what you consider your spouse/significant other to be.

- ☐ White
- ☐ Black or African American
- ☐ American Indian or Alaska Native
- ☐ Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)
- ☐ Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)

***** Page Break *****

FAMILY AND HOUSEHOLD INFORMATION

The definition of "child, children, or other legal dependents" includes anyone in your family, except your spouse, who has, or is eligible to have, a Uniformed Services identification card (military ID card) or is eligible for military health care benefits and is enrolled in the Defense Enrollment Eligibility Reporting System (DEERS).

NOT [EA001] = "1" AND NOT [SRSVC1] = "6"

DEPDNTS

13. Do you have a child, children, or other legal dependents based on the definition above?

- 2 ☐ Yes
- 1 ☐ No

***** Page Break *****

SATISFACTION AND RETENTION INTENTION

NOT [EA001] = "1" AND NOT [SRSVC1] = "6"

EA014

14. In general, has your life been better or worse than you expected when you first entered the military?

- 5 ☐ Much better
- 4 ☐ Better
- 3 ☐ Neither better nor worse
- 2 ☐ Worse
- 1 ☐ Much worse

***** Page Break *****

SATISFACTION AND RETENTION INTENTION

NOT [EA001] = "1" AND NOT [SRSVC1] = "6"

EA015

15. In general, has your work been better or worse than you expected when you first entered the military?

- 5 ☐ Much better
- 4 ☐ Better
- 3 ☐ Neither better nor worse
- 2 ☐ Worse
- 1 ☐ Much worse

***** Page Break *****

SATISFACTION AND RETENTION INTENTION

NOT [EA001] = "1" AND NOT [SRSVC1] = "6"

EA016

16. Suppose that you have to decide whether to stay on active duty. Assuming you could stay, how likely is it that you would choose to do so?

- 5 ☐ Very likely
- 4 ☐ Likely
- 3 ☐ Neither likely nor unlikely
- 2 ☐ Unlikely
- 1 ☐ Very unlikely

***** Page Break *****

SATISFACTION AND RETENTION INTENTION

((([EA010] = "1" OR [EA010] = "2") OR [EA010] = "3") OR [EA010] = "4") AND NOT [EA001] = "1" AND NOT [SRSVC1] = "6"

EA017

17. Does your spouse or significant other think you should stay on or leave active duty?

- 5 ☐ Strongly favors staying
4 ☐ Somewhat favors staying
3 ☐ Has no opinion one way or the other
2 ☐ Somewhat favors leaving
1 ☐ Strongly favors leaving

***** Page Break *****

SATISFACTION AND RETENTION INTENTION

NOT [EA001] = "1" AND NOT [SRSVC1] = "6"

EA018

18. Does your family think you should stay on or leave active duty?

- 5 ☐ Strongly favors staying
4 ☐ Somewhat favors staying
3 ☐ Has no opinion one way or the other
2 ☐ Somewhat favors leaving
1 ☐ Strongly favors leaving

***** Page Break *****

SATISFACTION AND RETENTION INTENTION

NOT [EA001] = "1" AND NOT [SRSVC1] = "6"

EA019

19. How many years of active-duty service have you completed (including enlisted, warrant officer, and commissioned officer time)? To indicate less than 1 year, enter "0". To indicate 35 years or more, enter "35".

***** Page Break *****

SATISFACTION AND RETENTION INTENTION

NOT [EA001] = "1" AND NOT [SRSVC1] = "6"

EA020

20. Do you have children aged 10 or older with whom you talk about careers, jobs, and education?

2 ☐ Yes

1 ☐ No

***** Page Break *****

SATISFACTION AND RETENTION INTENTION

[EA020] = "2" AND NOT [EA001] = "1" AND NOT [SRSVC1] = "6"

EA021

21. When you talk with your children about their future, do you encourage them to consider the military?

2 ☐ Yes

1 ☐ No

***** Page Break *****

SATISFACTION AND RETENTION INTENTION

NOT [EA001] = "1" AND NOT [SRSVC1] = "6"

EA022A, EA022B, EA022C, EA022D, EA022E, EA022F

22. If you had a close personal friend considering active-duty military service, would you recommend that he/she join? Mark "Yes" or "No" for each item.

	Yes	No
	<u>2</u>	<u>1</u>
a. A friend who is White	<input type="checkbox"/>	<input type="checkbox"/>
b. A friend who is Black or African American	<input type="checkbox"/>	<input type="checkbox"/>
c. A friend who is American Indian or Alaska Native	<input type="checkbox"/>	<input type="checkbox"/>
d. A friend who is Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)	<input type="checkbox"/>	<input type="checkbox"/>
e. A friend who is Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)	<input type="checkbox"/>	<input type="checkbox"/>
f. A friend who is Spanish/Hispanic/Latino	<input type="checkbox"/>	<input type="checkbox"/>

***** Page Break *****

SATISFACTION AND RETENTION INTENTION

NOT [EA001] = "1" AND NOT [SRSVC1] = "6"

EA023

23. Are you currently in a military work environment where members of your race/ethnicity are uncommon?

2 ☐ Yes

1 ☐ No

***** Page Break *****

SATISFACTION AND RETENTION INTENTION

NOT [EA001] = "1" AND NOT [SRSVC1] = "6"

EA024

24. Overall, how satisfied are you with the military way of life?

5 ☐ Very satisfied

4 ☐ Satisfied

3 ☐ Neither satisfied nor dissatisfied

2 ☐ Dissatisfied

1 ☐ Very dissatisfied

***** Page Break *****

SATISFACTION AND RETENTION INTENTION

NOT [EA001] = "1" AND NOT [SRSVC1] = "6"

EA025A, EA025B, EA025C, EA025D, EA025E, EA025F, EA025G, EA025H, EA025I, EA025J, EA025K, EA025L, EA025M, EA025N, EA025O, EA025P, EA025Q

25. How much do you agree or disagree with each of the following statements? Mark one answer for each statement.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. I enjoy serving in the military	<u>5</u> <input type="checkbox"/>	<u>4</u> <input type="checkbox"/>	<u>3</u> <input type="checkbox"/>	<u>2</u> <input type="checkbox"/>	<u>1</u> <input type="checkbox"/>
b. Serving in the military is consistent with my personal goals	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. If I left the military, I would feel like I'm starting all over again	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. I would feel guilty if I left the military	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Generally, on a day-to-day basis, I am happy with my life in the military	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. It would be difficult for me to leave the military and give up the benefits that are available in the Service	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. I would not leave the military right now because I have a sense of obligation to the people in it	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. I really feel as if the military's values are my own	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. I would have difficulty finding a job if I left the military	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Generally, on a day-to-day basis, I am proud to be in the military	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. If I left the military, I would feel like I had let my country down	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. I continue to serve in the military because leaving would require considerable sacrifice	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. I feel like being a member of the military can help me achieve what I want in life	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. One of the problems with leaving the military would be the lack of available alternatives	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Continued) How much do you agree or disagree with each of the following statements?
Mark one answer for each statement.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
o. I am committed to making the military my career	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
p. My Service's evaluation/selection system is effective in promoting its best members	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
q. I am proud to tell others that I am a member of my Service	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

***** Page Break *****

YOUR MILITARY WORKPLACE

NOT [EA001] = "1" AND NOT [SRSVC1] = "6"

SRDULOC

26. Where is your permanent duty station located? Mark one.

- 1 ☐ In one of the 50 states, DC, Puerto Rico, or a U.S. Territory or possession
- 2 ☐ Europe (e.g., Bosnia-Herzegovina, Germany, Italy, Serbia, United Kingdom)
- 3 ☐ Former Soviet Union (e.g., Russia, Tajikistan, Uzbekistan)
- 4 ☐ East Asia and Pacific (e.g., Australia, Japan, Korea)
- 5 ☐ North Africa, Near East or South Asia (e.g., Bahrain, Diego Garcia, Kuwait, Saudi Arabia)
- 6 ☐ Sub-Saharan Africa (e.g., Kenya, South Africa)
- 7 ☐ Western Hemisphere (e.g., Cuba, Honduras, Peru)
- 8 ☐ Other or not sure

***** Page Break *****

YOUR MILITARY WORKPLACE

NOT [EA001] = "1" AND NOT [SRSVC1] = "6" AND [SRDULOC] = "1"

SRDULOC1

Please select from the list below your permanent duty station location within one of the 50 states, DC, Puerto Rico, a U.S. territory or possession.

Please select

***** Page Break *****

YOUR MILITARY WORKPLACE

NOT [EA001] = "1" AND NOT [SRSVC1] = "6"

SRBAH

27. Where do you live at your permanent duty station? Mark one.

- 1 ☐ Aboard ship
- 2 ☐ Barracks/dorm/BEQ/UEPH/BOQ/UOPH military facility
- 3 ☐ Military family housing, on base
- 4 ☐ Military family housing, off base
- 5 ☐ Privatized military housing that you rent on base
- 6 ☐ Privatized military housing that you rent off base
- 7 ☐ Civilian housing that you own or pay a mortgage on
- 8 ☐ Civilian housing that you rent
- 9 ☐ Other

***** Page Break *****

YOUR MILITARY WORKPLACE

NOT [EA001] = "1" AND NOT [SRSVC1] = "6"

DEPLYDY

28. In the past 12 months, how many nights have you been away from your permanent duty station because of your military duties? To indicate none, enter "0".

***** Page Break *****

YOUR MILITARY WORKPLACE

NOT [EA001] = "1" AND NOT [SRSVC1] = "6"

EA029A, EA029B, EA029C, EA029D

**29. Since September 11, 2001, have you been deployed for any of the following operations?
Mark "Yes" or "No" for each item.**

	Yes	No
a. Operation Noble Eagle	<div style="display: flex; align-items: center; justify-content: center;"> <div style="border: 1px solid black; width: 20px; height: 20px; margin-right: 5px;"></div> <div style="text-align: center;">2</div> </div>	<div style="display: flex; align-items: center; justify-content: center;"> <div style="border: 1px solid black; width: 20px; height: 20px; margin-right: 5px;"></div> <div style="text-align: center;">1</div> </div>
b. Operation Enduring Freedom	<div style="display: flex; align-items: center; justify-content: center;"> <div style="border: 1px solid black; width: 20px; height: 20px; margin-right: 5px;"></div> </div>	<div style="display: flex; align-items: center; justify-content: center;"> <div style="border: 1px solid black; width: 20px; height: 20px; margin-right: 5px;"></div> </div>
c. Operation Iraqi Freedom	<div style="display: flex; align-items: center; justify-content: center;"> <div style="border: 1px solid black; width: 20px; height: 20px; margin-right: 5px;"></div> </div>	<div style="display: flex; align-items: center; justify-content: center;"> <div style="border: 1px solid black; width: 20px; height: 20px; margin-right: 5px;"></div> </div>
d. Other	<div style="display: flex; align-items: center; justify-content: center;"> <div style="border: 1px solid black; width: 20px; height: 20px; margin-right: 5px;"></div> </div>	<div style="display: flex; align-items: center; justify-content: center;"> <div style="border: 1px solid black; width: 20px; height: 20px; margin-right: 5px;"></div> </div>

***** Page Break *****

YOUR MILITARY WORKPLACE

NOT [EA001] = "1" AND NOT [SRSVC1] = "6"

EA030

30. Have you been deployed to a combat zone or an area where you drew imminent danger or hostile fire pay since September 11, 2001?

2 ☐ Yes

1 ☐ No

***** Page Break *****

YOUR MILITARY WORKPLACE

NOT [EA001] = "1" AND NOT [SRSVC1] = "6" AND [EA030] = "2"

EA031

31. How many days have you been deployed to a combat zone or an area where you drew imminent danger or hostile fire pay since September 11, 2001?

***** Page Break *****

YOUR MILITARY WORKPLACE

NOT [EA001] = "1" AND NOT [SRSVC1] = "6"

EA032

32. Are you currently on a deployment of 30 days or more?

2 ☐ Yes

1 ☐ No

***** Page Break *****

YOUR MILITARY WORKPLACE

NOT [EA001] = "1" AND NOT [SRSVC1] = "6"

EA033

33. What is the paygrade of your immediate supervisor in your current military work group?

1 ☐ E4 or below

5 ☐ O1-O3

2 ☐ E5-E6

6 ☐ O4 or above

3 ☐ E7-E9

7 ☐ Civilian (GS/GM/WG/WL/WS/SES/Other)

4 ☐ W1-W5

***** Page Break *****

YOUR MILITARY WORKPLACE

NOT [EA001] = "1" AND NOT [SRSVC1] = "6"

EA034A, EA034B, EA034C, EA034D, EA034E, EA034F

34. What is the race/ethnic background of your immediate supervisor in your current military work group? Mark one or more to describe his/her race/ethnicity.

☐ White

☐ Black or African American

☐ American Indian or Alaska Native

☐ Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)

☐ Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)

☐ Spanish/Hispanic/Latino

***** Page Break *****

YOUR MILITARY WORKPLACE

NOT [EA001] = "1" AND NOT [SRSVC1] = "6"

EA035A, EA035B, EA035C, EA035D, EA035E, EA035F

35. How much do you agree or disagree with the following statements about your supervisor? Mark one answer for each statement.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
	<u>5</u>	<u>4</u>	<u>3</u>	<u>2</u>	<u>1</u>
a. You trust your supervisor.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Your supervisor ensures that all assigned personnel are treated fairly.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. There is very little conflict between your supervisor and the people who report to him/her.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Your supervisor evaluates your work performance fairly.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Your supervisor assigns work fairly in your work group.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. You are satisfied with the direction/supervision you receive.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

***** Page Break *****

YOUR MILITARY WORKPLACE

NOT [EA001] = "1" AND NOT [SRSVC1] = "6"

EA036

36. In your opinion, have you had a mentor while in the military?

- 1 ☐ Yes, you have one now
- 2 ☐ Yes, you had one, but you don't have one now
- 3 ☐ No, but you would have liked one
- 4 ☐ No, and you never wanted one
- 5 ☐ Not sure or you do not know what a mentor is

***** Page Break *****

YOUR MILITARY WORKPLACE

NOT [EA001] = "1" AND NOT [SRSVC1] = "6"

EA037A, EA037B, EA037C, EA037D, EA037E, EA037F

37. How much do you agree or disagree with the following statements about the people you work with at your workplace? Mark one answer for each statement.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. There is very little conflict among your coworkers.	<u>5</u> <input type="radio"/>	<u>4</u> <input type="radio"/>	<u>3</u> <input type="radio"/>	<u>2</u> <input type="radio"/>	<u>1</u> <input type="radio"/>
b. Your coworkers put in the effort required for their jobs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. The people in your work group tend to get along.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. The people in your work group are willing to help each other.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. You are satisfied with the relationships you have with your coworkers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. You put more effort into your job than your coworkers do.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

***** Page Break *****

YOUR MILITARY WORKPLACE

NOT [EA001] = "1" AND NOT [SRSVC1] = "6"

EA038A, EA038B, EA038C, EA038D, EA038E, EA038F, EA038G, EA038H, EA038I, EA038J, EA038K, EA038L, EA038M, EA038N, EA038O, EA038P

38. How much do you agree or disagree with the following statements about your workplace? Mark one answer for each statement.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. I know what is expected of me at work.	<u>5</u> <input type="checkbox"/>	<u>4</u> <input type="checkbox"/>	<u>3</u> <input type="checkbox"/>	<u>2</u> <input type="checkbox"/>	<u>1</u> <input type="checkbox"/>
b. I have the materials and equipment I need to do my work right.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. At work, I have the opportunity to do what I do best every day.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. In the last 7 days, I have received recognition or praise for doing good work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. My supervisor, or someone at work, seems to care about me as a person.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. There is someone at work who encourages my development.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. At work, my opinions seem to count.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. The mission/purpose of my Service makes me feel my job is important.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. My coworkers are committed to doing quality work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. I have a best friend at work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. In the last 6 months, someone at work has talked to me about my progress.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. This last year, I have had opportunities at work to learn and to grow.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. At my workplace, a person's job opportunities and promotions are based only on work-related characteristics.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. My supervisor helps everyone in my work group feel included.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Continued) How much do you agree or disagree with the following statements about your workplace? *Mark one answer for each statement.*

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
o. I trust my supervisor to deal fairly with issues of equal treatment at my workplace.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
p. At my workplace, all employees are kept well informed about issues and decisions that affect them.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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YOUR MILITARY WORKPLACE

NOT [EA001] = "1" AND NOT [SRSVC1] = "6"

EA039A, EA039B, EA039C, EA039D, EA039E

39. How much do you agree or disagree with the following statements about the work you do at your workplace? *Mark one answer for each statement.*

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. Your work provides you with a sense of pride.	<u>5</u> <input type="radio"/>	<u>4</u> <input type="radio"/>	<u>3</u> <input type="radio"/>	<u>2</u> <input type="radio"/>	<u>1</u> <input type="radio"/>
b. Your work makes good use of your skills.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. You like the kind of work you do.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Your job gives you the chance to acquire valuable skills.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. You are satisfied with your job as a whole.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

***** Page Break *****

YOUR MILITARY WORKPLACE

NOT [EA001] = "1" AND NOT [SRSVC1] = "6"

EA040A, EA040B

40. Overall, how well prepared...

	Very well prepared	Well prepared	Neither well nor poorly prepared	Poorly prepared	Very poorly prepared
a. Are <u>you</u> to perform your wartime job?	<u>5</u> <input type="checkbox"/>	<u>4</u> <input type="checkbox"/>	<u>3</u> <input type="checkbox"/>	<u>2</u> <input type="checkbox"/>	<u>1</u> <input type="checkbox"/>
b. Is <u>your unit</u> to perform its wartime mission?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

***** Page Break *****

YOUR MILITARY WORKPLACE

NOT [EA001] = "1" AND NOT [SRSVC1] = "6"

EA041A, EA041B

41. How would you rate...

	Very high	High	Moderate	Low	Very low
a. <u>Your</u> current level of morale?	<u>5</u> <input type="checkbox"/>	<u>4</u> <input type="checkbox"/>	<u>3</u> <input type="checkbox"/>	<u>2</u> <input type="checkbox"/>	<u>1</u> <input type="checkbox"/>
b. The current level of morale <u>in your unit</u> ?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

***** Page Break *****

YOUR MILITARY WORKPLACE

NOT [EA001] = "1" AND NOT [SRSVC1] = "6"

EA042A, EA042B, EA042C, EA042D

42. How much do you agree or disagree with the following statements about your unit?

Mark one answer for each statement.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. Service members in your unit really care about each other.	<u>5</u> <input type="radio"/>	<u>4</u> <input type="radio"/>	<u>3</u> <input type="radio"/>	<u>2</u> <input type="radio"/>	<u>1</u> <input type="radio"/>
b. Service members in your unit work well as a team.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Service members in your unit pull together to get the job done.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Service members in your unit trust each other.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

***** Page Break *****

STRESS, HEALTH, AND WELL-BEING

NOT [EA001] = "1" AND NOT [SRSVC1] = "6"

EA043A, EA043B, EA043C, EA043D, EA043E, EA043F, EA043G, EA043H, EA043I, EA043J

43. In the past month, how often have you...

	Never	Almost never	Sometimes	Fairly often	Very often
a. Been upset because of something that happened unexpectedly?	<u>1</u> <input type="checkbox"/>	<u>2</u> <input type="checkbox"/>	<u>3</u> <input type="checkbox"/>	<u>4</u> <input type="checkbox"/>	<u>5</u> <input type="checkbox"/>
b. Felt that you were unable to control the important things in your life?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Felt nervous and stressed?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Felt confident about your ability to handle your personal problems?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Felt that things were going your way?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Found that you could not cope with all of the things you had to do?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Been able to control irritations in your life?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Felt that you were on top of things?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Been angered because of things that were outside of your control?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Felt difficulties were piling up so high that you could not overcome them?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

***** Page Break *****

STRESS, HEALTH, AND WELL-BEING

NOT [EA001] = "1" AND NOT [SRSVC1] = "6"

EA044A, EA044B, EA044C, EA044D

44. How true or false is each of the following statements for you? Mark one answer for each statement.

	Definitely false	Mostly false	Mostly true	Definitely true
a. I am as healthy as anybody I know.	<u>1</u> <input type="radio"/>	<u>2</u> <input type="radio"/>	<u>3</u> <input type="radio"/>	<u>4</u> <input type="radio"/>
b. I seem to get sick a little easier than other people.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. I expect my health to get worse.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. My health is excellent.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

***** Page Break *****

PERSONAL EXPERIENCES

In this part of the survey, you are asked how often you have experienced various incidents during the past 12 months. Please report only on the past 12 months so that annual rates can be estimated.

NOT [EA001] = "1" AND NOT [SRSVC1] = "6"

EA045A, EA045B, EA045C, EA045D, EA045E, EA045F, EA045G, EA045H, EA045I, EA045J, EA045K, EA045L, EA045M, EA045N, EA045O

45. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)... For each item a-o, mark one response for question 45 and one response for question 46.

	Never	Once or twice	Sometimes	Often
a. Made unwelcome attempts to draw you into an offensive discussion of racial/ethnic matters?	<u>1</u> <input type="checkbox"/>	<u>2</u> <input type="checkbox"/>	<u>3</u> <input type="checkbox"/>	<u>4</u> <input type="checkbox"/>
b. Told stories or jokes which were racist or depicted your race/ethnicity negatively?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Were condescending to you because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Put up or distributed materials (for example, pictures, leaflets, symbols, graffiti, music, stories) which were racist or showed your race/ethnicity negatively?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Displayed tattoos or wore distinctive clothes which were racist?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Did not include you in social activities because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Made you feel uncomfortable by hostile looks or stares because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Made offensive remarks about your appearance (for example, about skin color) because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Made remarks suggesting that people of your race/ethnicity are not suited for the kind of work you do?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Made other offensive remarks about your race/ethnicity (for example, referred to your race/ethnicity with an offensive name)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Continued) How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)...

	Never	Once or twice	Sometimes	Often
k. Vandalized your property because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. Made you feel threatened with retaliation if you did not go along with things that were racially/ethnically offensive to you?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. Physically threatened or intimidated you because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. Assaulted you physically because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
o. Bothered or hurt <u>any of your family</u> in the ways listed above because of your or your family's race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

***** Page Break *****

PERSONAL EXPERIENCES

In this part of the survey, you are asked how often you have experienced various incidents during the past 12 months. Please report only on the past 12 months so that annual rates can be estimated.

NOT [EA001] = "1" AND NOT [SRSVC1] = "6"

EA046A, EA046B, EA046C, EA046D, EA046E, EA046F, EA046G, EA046H, EA046I, EA046J, EA046K, EA046L, EA046M, EA046N, EA046O

46. How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation... For each item a-o, mark one response for question 45 and one response for question 46.

	Never	Once or twice	Sometimes	Often
a. Made unwelcome attempts to draw you into an offensive discussion of racial/ethnic matters?	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
b. Told stories or jokes which were racist or depicted your race/ethnicity negatively?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Were condescending to you because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Put up or distributed materials (for example, pictures, leaflets, symbols, graffiti, music, stories) which were racist or showed your race/ethnicity negatively?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Displayed tattoos or wore distinctive clothes which were racist?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Did not include you in social activities because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Made you feel uncomfortable by hostile looks or stares because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Made offensive remarks about your appearance (for example, about skin color) because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Made remarks suggesting that people of your race/ethnicity are not suited for the kind of work you do?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Made other offensive remarks about your race/ethnicity (for example, referred to your race/ethnicity with an offensive name)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Continued) How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation...

	Never	Once or twice	Sometimes	Often
k. Vandalized your property because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. Made you feel threatened with retaliation if you did not go along with things that were racially/ethnically offensive to you?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. Physically threatened or intimidated you because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. Assaulted you physically because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
o. Bothered or hurt <u>any of your family</u> in the ways listed above because of your or your family's race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

***** Page Break *****

PERSONAL EXPERIENCES

NOT [EA001] = "1" AND NOT [SRSVC1] = "6"

EA047A, EA047B, EA047C, EA047D, EA047E, EA047F, EA047G, EA047H, EA047I, EA047J, EA047K, EA047L, EA047M, EA047N, EA047O, EA047P, EA047Q, EA047R, EA047S, EA047T, EA047U, EA047V, EA047W, EA047X, EA047Y, EA047Z

47. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Mark one answer for each statement.

	Yes, and my race/ethnicity was a factor	Yes, but my race/ethnicity was NOT a factor	No, or does not apply
a. You were rated lower than you deserved on your last evaluation.	<u>1</u> <input type="checkbox"/>	<u>2</u> <input type="checkbox"/>	<u>3</u> <input type="checkbox"/>
b. Your last evaluation contained unjustified negative comments.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. You were held to a higher performance standard than others.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. You did not get an award or decoration given to others in similar circumstances.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Your current assignment has not made use of your job skills.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Continued) During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Mark one answer for each statement.

	Yes, and my race/ethnicity was a factor	Yes, but my race/ethnicity was NOT a factor	No, or does not apply
f. You were not able to attend a major school needed for your specialty.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. You did not get to go to short (1- to 3-day) courses that would provide you with needed skills.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. You received lower grades than you deserved in your training.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. You did not get a job assignment that you wanted because of scores that you got on tests.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Your current assignment is not good for your career if you continue in the military.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. You did not receive day-to-day, short-term tasks that would help you prepare for advancement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. You did not have a professional relationship with someone who advised (mentored) you on career development or advancement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. You did not learn until it was too late of opportunities that would help your career.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. You were unable to get straight answers about your promotion possibilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
o. You or your family were discriminated against when seeking non-government housing.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

(Continued) During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Mark one answer for each statement.

	Yes, and my race/ethnicity was a factor	Yes, but my race/ethnicity was NOT a factor	No, or does not apply
p. You or your family were made to feel unwelcome by a local business (for example, a store or restaurant).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
q. You or your family did not get appropriate medical care.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
r. You or your family got poorer military support service (for example, at commissaries, exchanges, clubs, and rec centers) than others did.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
s. You were excluded by your peers from social activities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
t. Local civilian police harassed you or your family without cause.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
u. You or your family were watched more closely than others were by armed forces police.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
v. You were taken to nonjudicial punishment or court martial when you should not have been.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
w. You were punished for something that others did without being punished.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
x. You were afraid for you or your family to go off the installation because of gang activity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
y. You were afraid for you or your family to go off the installation for other reasons.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
z. You were afraid for you or your family because of gang activity on the installation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

***** Page Break *****

PERSONAL EXPERIENCES

NOT [EA001] = "1" AND NOT [SRSVC1] = "6"

EA048

48. Have you or your family had other bad, race/ethnic-related experiences during the past 12 months--experiences related to your job, an installation/ship, or a community around an installation?

- 1 ☐ No
2 ☐ Yes

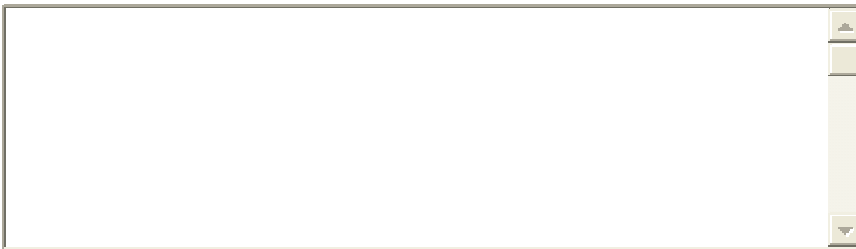
***** Page Break *****

PERSONAL EXPERIENCES

NOT [EA001] = "1" AND NOT [SRSVC1] = "6" AND [EA048] = "2"

EA048SP

If you have had any other bad, race/ethnic experiences, please specify what happened and to whom.



***** Page Break *****

PERSONAL EXPERIENCES

NOT [EA001] = "1" AND NOT [SRSVC1] = "6" AND

((([EA045A] > "1" OR [EA045B] > "1") OR [EA045C] > "1") OR [EA045D] > "1") OR [EA045E] > "1") OR [EA045F] > "1") OR [EA045G] > "1") OR [EA045H] > "1") OR [EA045I] > "1") OR [EA045J] > "1") OR [EA045K] > "1") OR [EA045L] > "1") OR [EA045M] > "1") OR [EA045N] > "1") OR [EA045O] > "1") OR [EA046A] > "1") OR [EA046B] > "1") OR [EA046C] > "1") OR [EA046D] > "1") OR [EA046E] > "1") OR [EA046F] > "1") OR [EA046G] > "1") OR [EA046H] > "1") OR [EA046I] > "1") OR [EA046J] > "1") OR [EA046K] > "1") OR [EA046L] > "1") OR [EA046M] > "1") OR [EA046N] > "1") OR [EA046O] > "1") OR [EA047A] = "1") OR [EA047A] = "2") OR [EA047B] = "1") OR [EA047B] = "2") OR [EA047C] = "1") OR [EA047C] = "2") OR [EA047D] = "1") OR [EA047D] = "2") OR [EA047E] = "1") OR [EA047E] = "2") OR [EA047F] = "1") OR [EA047F] = "2") OR [EA047G] = "1") OR [EA047G] = "2") OR [EA047H] = "1") OR [EA047H] = "2") OR [EA047I] = "1") OR [EA047I] = "2") OR [EA047J] = "1") OR [EA047J] = "2") OR [EA047K] = "1") OR [EA047K] = "2") OR [EA047L] = "1") OR [EA047L] = "2") OR [EA047M] = "1") OR [EA047M] = "2") OR [EA047N] = "1") OR [EA047N] = "2") OR [EA047O] = "1") OR [EA047O] = "2") OR [EA047P] = "1") OR [EA047P] = "2") OR [EA047Q] = "1") OR [EA047Q] = "2") OR [EA047R] = "1") OR [EA047R] = "2") OR [EA047S] = "1") OR [EA047S] = "2") OR [EA047T] = "1") OR [EA047T] = "2") OR [EA047U] = "1") OR [EA047U] = "2") OR [EA047V] = "1") OR [EA047V] = "2") OR [EA047W] = "1") OR [EA047W] = "2") OR [EA047X] = "1") OR [EA047X] = "2") OR [EA047Y] = "1") OR [EA047Y] = "2") OR [EA047Z] = "1") OR [EA047Z] = "2") OR [EA048] = "2"))

EA049

49. Would you say that you or your family experienced racial/ethnic harassment or discrimination in what you said happened in the Personal Experiences questions? *Mark one.*

- 1 ☒ Yes, racial/ethnic harassment
- 2 ☒ Yes, racial/ethnic discrimination
- 3 ☒ Yes, both racial/ethnic harassment and discrimination
- 4 ☐ No, neither racial/ethnic harassment nor discrimination

***** Page Break *****

PERSONAL EXPERIENCES

NOT [EA001] = "1" AND NOT [SRSVC1] = "6" AND

(((((EA045A > "1" OR EA045B > "1" OR EA045C > "1" OR EA045D > "1" OR EA045E > "1" OR EA045F > "1" OR EA045G > "1" OR EA045H > "1" OR EA045I > "1" OR EA045J > "1" OR EA045K > "1" OR EA045L > "1" OR EA045M > "1" OR EA045N > "1" OR EA045O > "1" OR EA046A > "1" OR EA046B > "1" OR EA046C > "1" OR EA046D > "1" OR EA046E > "1" OR EA046F > "1" OR EA046G > "1" OR EA046H > "1" OR EA046I > "1" OR EA046J > "1" OR EA046K > "1" OR EA046L > "1" OR EA046M > "1" OR EA046N > "1" OR EA046O > "1" OR EA047A = "1" OR EA047A = "2" OR EA047B = "1" OR EA047B = "2" OR EA047C = "1" OR EA047C = "2" OR EA047D = "1" OR EA047D = "2" OR EA047E = "1" OR EA047E = "2" OR EA047F = "1" OR EA047F = "2" OR EA047G = "1" OR EA047G = "2" OR EA047H = "1" OR EA047H = "2" OR EA047I = "1" OR EA047I = "2" OR EA047J = "1" OR EA047J = "2" OR EA047K = "1" OR EA047K = "2" OR EA047L = "1" OR EA047L = "2" OR EA047M = "1" OR EA047M = "2" OR EA047N = "1" OR EA047N = "2" OR EA047O = "1" OR EA047O = "2" OR EA047P = "1" OR EA047P = "2" OR EA047Q = "1" OR EA047Q = "2" OR EA047R = "1" OR EA047R = "2" OR EA047S = "1" OR EA047S = "2" OR EA047T = "1" OR EA047T = "2" OR EA047U = "1" OR EA047U = "2" OR EA047V = "1" OR EA047V = "2" OR EA047W = "1" OR EA047W = "2" OR EA047X = "1" OR EA047X = "2" OR EA047Y = "1" OR EA047Y = "2" OR EA047Z = "1" OR EA047Z = "2" OR EA048 = "2" AND ((EA049 = "1" OR EA049 = "2" OR EA049 = "3"))

EA050

50. Do you think that DoD and your Service have a responsibility to prevent the racial/ethnic harassment or discrimination which YOU MARKED AS HAPPENING TO YOU OR YOUR FAMILY? *Mark one.*

- 1 ☐ No
- 2 ☐ Yes, some of it
- 3 ☐ Yes, all of it

***** Page Break *****

ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

Think about the situations you experienced during the past 12 months that involved the behaviors you marked as having happened to you or your family because of race/ethnicity. Pick one situation to tell us about in this section. That situation should be the event or set of related events during the past 12 months that bothered you most.

NOT [EA001] = "1" AND NOT [SRVC1] = "6" AND
 (([EA045A] > "1" OR [EA045B] > "1") OR
 [EA045C] > "1") OR [EA045D] > "1") OR [EA045E] > "1") OR [EA045F] > "1") OR [EA045G] > "1") OR
 [EA045H] > "1") OR [EA045I] > "1") OR [EA045J] > "1") OR [EA045K] > "1") OR [EA045L] > "1") OR
 [EA045M] > "1") OR [EA045N] > "1") OR [EA045O] > "1") OR [EA046A] > "1") OR [EA046B] > "1") OR
 [EA046C] > "1") OR [EA046D] > "1") OR [EA046E] > "1") OR [EA046F] > "1") OR [EA046G] > "1") OR
 [EA046H] > "1") OR [EA046I] > "1") OR [EA046J] > "1") OR [EA046K] > "1") OR [EA046L] > "1") OR
 [EA046M] > "1") OR [EA046N] > "1") OR [EA046O] > "1") OR [EA047A] = "1") OR [EA047A] = "2") OR
 [EA047B] = "1") OR [EA047B] = "2") OR [EA047C] = "1") OR [EA047C] = "2") OR [EA047D] = "1") OR
 [EA047D] = "2") OR [EA047E] = "1") OR [EA047E] = "2") OR [EA047F] = "1") OR [EA047F] = "2") OR
 [EA047G] = "1") OR [EA047G] = "2") OR [EA047H] = "1") OR [EA047H] = "2") OR [EA047I] = "1") OR
 [EA047I] = "2") OR [EA047J] = "1") OR [EA047J] = "2") OR [EA047K] = "1") OR [EA047K] = "2") OR
 [EA047L] = "1") OR [EA047L] = "2") OR [EA047M] = "1") OR [EA047M] = "2") OR [EA047N] = "1") OR
 [EA047N] = "2") OR [EA047O] = "1") OR [EA047O] = "2") OR [EA047P] = "1") OR [EA047P] = "2") OR
 [EA047Q] = "1") OR [EA047Q] = "2") OR [EA047R] = "1") OR [EA047R] = "2") OR [EA047S] = "1") OR
 [EA047S] = "2") OR [EA047T] = "1") OR [EA047T] = "2") OR [EA047U] = "1") OR [EA047U] = "2") OR
 [EA047V] = "1") OR [EA047V] = "2") OR [EA047W] = "1") OR [EA047W] = "2") OR [EA047X] = "1") OR
 [EA047X] = "2") OR [EA047Y] = "1") OR [EA047Y] = "2") OR [EA047Z] = "1") OR [EA047Z] = "2") OR
 [EA048] = "2")

EA051A, EA051B, EA051C, EA051D, EA051E, EA051F, EA051G, EA051H, EA051I, EA051J, EA051K

51. Which of the following best describe(s) the situation that during the past 12 months has bothered you most? Mark "Yes" or "No" for each item below that describes the situation you are going to tell us about in this section.

	Yes	No
a. Offensive encounters <u>with military personnel, DoD/Service employees and/or contractors</u> (for example, your exposure to offensive race/ethnic-related speech, pictures/printed material, non-verbal looks, or dress)	$\frac{2}{\text{C}}$	$\frac{1}{\text{C}}$
b. Offensive encounters <u>with civilians around your installation</u> (for example, your exposure to offensive race/ethnic-related speech, pictures/printed material, non-verbal looks, or dress)	$\frac{2}{\text{C}}$	$\frac{1}{\text{C}}$
c. Harm or threat of harm <u>from military personnel, DoD/Service employees and/or contractors</u> (for example, your experience(s) of race/ethnic-related threats, intimidation, vandalism, or physical assault)	$\frac{2}{\text{C}}$	$\frac{1}{\text{C}}$
d. Harm or threat of harm <u>from civilians around your installation</u> (for example, your experience(s) of race/ethnic-related threats, intimidation, vandalism, or physical assault)	$\frac{2}{\text{C}}$	$\frac{1}{\text{C}}$
e. Assignment/career discrimination (for example, your experience(s) of racial/ethnic discrimination in assignments, daily tasks, availability of mentorship, access to information about career opportunities or promotion potential)	$\frac{2}{\text{C}}$	$\frac{1}{\text{C}}$

(Continued) Which of the following best describe(s) the situation that during the past 12 months has bothered you most? *Mark "Yes" or "No" for each item below that describes the situation you are going to tell us about in this section.*

	Yes	No
f. Evaluation discrimination (for example, your experience(s) of race/ethnic-motivated negative evaluations, differences in performance standards, and distribution of awards/decorations)	<input type="checkbox"/>	<input type="checkbox"/>
g. Undue punishment (for example, your experience(s) of nonjudicial punishment, or additional punishment(s) because of your race/ethnicity)	<input type="checkbox"/>	<input type="checkbox"/>
h. Training/testing discrimination (for example, your experience(s) of unfair training scores, and/or lack of access to schools/training because of your race/ethnicity)	<input type="checkbox"/>	<input type="checkbox"/>
i. Discrimination by service providers (for example, your or your family's experience(s) of race/ethnic-motivated poorer customer service in civilian/military stores, lack of access to non-governmental housing, and scrutiny from civilian/military police)	<input type="checkbox"/>	<input type="checkbox"/>
j. Safety concerns (for example, your or your family's safety fears on- or off-installation of gang activity or safety fears motivated by other reasons)	<input type="checkbox"/>	<input type="checkbox"/>
k. Other race/ethnic-related experiences (for example, any other ways in which you or your family have been bothered/hurt by military personnel, DoD/Service employees and/or contractors, and/or civilians around your installation)	<input type="checkbox"/>	<input type="checkbox"/>

***** Page Break *****

ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

The remaining questions in this section refer to the one situation you and/or your family experienced during the past 12 months that involved race/ethnic related talk and/or behavior that bothered you most.

NOT [EA001] = "1" AND NOT [SRSVC1] = "6" AND
((([EA045A] > "1" OR [EA045B] > "1") OR
[EA045C] > "1") OR [EA045D] > "1") OR [EA045E] > "1") OR [EA045F] > "1") OR [EA045G] > "1") OR
[EA045H] > "1") OR [EA045I] > "1") OR [EA045J] > "1") OR [EA045K] > "1") OR [EA045L] > "1") OR
[EA045M] > "1") OR [EA045N] > "1") OR [EA045O] > "1") OR [EA046A] > "1") OR [EA046B] > "1") OR
[EA046C] > "1") OR [EA046D] > "1") OR [EA046E] > "1") OR [EA046F] > "1") OR [EA046G] > "1") OR
[EA046H] > "1") OR [EA046I] > "1") OR [EA046J] > "1") OR [EA046K] > "1") OR [EA046L] > "1") OR
[EA046M] > "1") OR [EA046N] > "1") OR [EA046O] > "1") OR [EA047A] = "1") OR [EA047A] = "2") OR
[EA047B] = "1") OR [EA047B] = "2") OR [EA047C] = "1") OR [EA047C] = "2") OR [EA047D] = "1") OR
[EA047D] = "2") OR [EA047E] = "1") OR [EA047E] = "2") OR [EA047F] = "1") OR [EA047F] = "2") OR
[EA047G] = "1") OR [EA047G] = "2") OR [EA047H] = "1") OR [EA047H] = "2") OR [EA047I] = "1") OR
[EA047I] = "2") OR [EA047J] = "1") OR [EA047J] = "2") OR [EA047K] = "1") OR [EA047K] = "2") OR
[EA047L] = "1") OR [EA047L] = "2") OR [EA047M] = "1") OR [EA047M] = "2") OR [EA047N] = "1") OR
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[EA047X] = "2") OR [EA047Y] = "1") OR [EA047Y] = "2") OR [EA047Z] = "1") OR [EA047Z] = "2") OR
[EA048] = "2")

EA052

52. Would you say that you and/or your family experienced racial/ethnic harassment or discrimination in what you said happened in the situation that bothered you most? Mark one.

- 1 ☐ Yes, racial/ethnic harassment
- 2 ☐ Yes, racial/ethnic discrimination
- 3 ☐ Yes, both racial/ethnic harassment and discrimination
- 4 ☐ No, neither racial/ethnic discrimination nor harassment

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ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

NOT [EA001] = "1" AND NOT [SRSVC1] = "6" AND
 (([EA045A] > "1" OR [EA045B] > "1") OR
 [EA045C] > "1") OR [EA045D] > "1") OR [EA045E] > "1") OR [EA045F] > "1") OR [EA045G] > "1") OR
 [EA045H] > "1") OR [EA045I] > "1") OR [EA045J] > "1") OR [EA045K] > "1") OR [EA045L] > "1") OR
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 [EA046H] > "1") OR [EA046I] > "1") OR [EA046J] > "1") OR [EA046K] > "1") OR [EA046L] > "1") OR
 [EA046M] > "1") OR [EA046N] > "1") OR [EA046O] > "1") OR [EA047A] = "1") OR [EA047A] = "2") OR
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 [EA047N] = "2") OR [EA047O] = "1") OR [EA047O] = "2") OR [EA047P] = "1") OR [EA047P] = "2") OR
 [EA047Q] = "1") OR [EA047Q] = "2") OR [EA047R] = "1") OR [EA047R] = "2") OR [EA047S] = "1") OR
 [EA047S] = "2") OR [EA047T] = "1") OR [EA047T] = "2") OR [EA047U] = "1") OR [EA047U] = "2") OR
 [EA047V] = "1") OR [EA047V] = "2") OR [EA047W] = "1") OR [EA047W] = "2") OR [EA047X] = "1") OR
 [EA047X] = "2") OR [EA047Y] = "1") OR [EA047Y] = "2") OR [EA047Z] = "1") OR [EA047Z] = "2") OR
 [EA048] = "2")

EA053A, EA053B, EA053C, EA053D, EA053E

53. To what extent was this situation...

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Annoying?	<div><div>1</div><div><input type="radio"/></div></div>	<div><div>2</div><div><input type="radio"/></div></div>	<div><div>3</div><div><input type="radio"/></div></div>	<div><div>4</div><div><input type="radio"/></div></div>	<div><div>5</div><div><input type="radio"/></div></div>
b. Offensive?	<div><div></div><div><input type="radio"/></div></div>	<div><div></div><div><input type="radio"/></div></div>	<div><div></div><div><input type="radio"/></div></div>	<div><div></div><div><input type="radio"/></div></div>	<div><div></div><div><input type="radio"/></div></div>
c. Disturbing?	<div><div></div><div><input type="radio"/></div></div>	<div><div></div><div><input type="radio"/></div></div>	<div><div></div><div><input type="radio"/></div></div>	<div><div></div><div><input type="radio"/></div></div>	<div><div></div><div><input type="radio"/></div></div>
d. Threatening?	<div><div></div><div><input type="radio"/></div></div>	<div><div></div><div><input type="radio"/></div></div>	<div><div></div><div><input type="radio"/></div></div>	<div><div></div><div><input type="radio"/></div></div>	<div><div></div><div><input type="radio"/></div></div>
e. Disillusioning?	<div><div></div><div><input type="radio"/></div></div>	<div><div></div><div><input type="radio"/></div></div>	<div><div></div><div><input type="radio"/></div></div>	<div><div></div><div><input type="radio"/></div></div>	<div><div></div><div><input type="radio"/></div></div>

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ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

NOT [EA00I] = "1" AND NOT [SRSVC1] = "6" AND

((([EA045A] > "1" OR [EA045B] > "1") OR [EA045C] > "1") OR [EA045D] > "1") OR [EA045E] > "1") OR [EA045F] > "1") OR [EA045G] > "1") OR [EA045H] > "1") OR [EA045I] > "1") OR [EA045J] > "1") OR [EA045K] > "1") OR [EA045L] > "1") OR [EA045M] > "1") OR [EA045N] > "1") OR [EA045O] > "1") OR [EA046A] > "1") OR [EA046B] > "1") OR [EA046C] > "1") OR [EA046D] > "1") OR [EA046E] > "1") OR [EA046F] > "1") OR [EA046G] > "1") OR [EA046H] > "1") OR [EA046I] > "1") OR [EA046J] > "1") OR [EA046K] > "1") OR [EA046L] > "1") OR [EA046M] > "1") OR [EA046N] > "1") OR [EA046O] > "1") OR [EA047A] = "1") OR [EA047A] = "2") OR [EA047B] = "1") OR [EA047B] = "2") OR [EA047C] = "1") OR [EA047C] = "2") OR [EA047D] = "1") OR [EA047D] = "2") OR [EA047E] = "1") OR [EA047E] = "2") OR [EA047F] = "1") OR [EA047F] = "2") OR [EA047G] = "1") OR [EA047G] = "2") OR [EA047H] = "1") OR [EA047H] = "2") OR [EA047I] = "1") OR [EA047I] = "2") OR [EA047J] = "1") OR [EA047J] = "2") OR [EA047K] = "1") OR [EA047K] = "2") OR [EA047L] = "1") OR [EA047L] = "2") OR [EA047M] = "1") OR [EA047M] = "2") OR [EA047N] = "1") OR [EA047N] = "2") OR [EA047O] = "1") OR [EA047O] = "2") OR [EA047P] = "1") OR [EA047P] = "2") OR [EA047Q] = "1") OR [EA047Q] = "2") OR [EA047R] = "1") OR [EA047R] = "2") OR [EA047S] = "1") OR [EA047S] = "2") OR [EA047T] = "1") OR [EA047T] = "2") OR [EA047U] = "1") OR [EA047U] = "2") OR [EA047V] = "1") OR [EA047V] = "2") OR [EA047W] = "1") OR [EA047W] = "2") OR [EA047X] = "1") OR [EA047X] = "2") OR [EA047Y] = "1") OR [EA047Y] = "2") OR [EA047Z] = "1") OR [EA047Z] = "2") OR [EA048] = "2")

EA054

54. Who experienced this situation?

- 1 ☐ Only I experienced it
- 2 ☐ Only members of my family experienced it
- 3 ☐ Both my family and I experienced it

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ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

NOT [EA001] = "1" AND NOT [SRSVC1] = "6" AND
 (([EA045A] > "1" OR [EA045B] > "1") OR
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 [EA047X] = "2") OR [EA047Y] = "1") OR [EA047Y] = "2") OR [EA047Z] = "1") OR [EA047Z] = "2") OR
 [EA048] = "2")

EA055A, EA055B, EA055C, EA055D, EA055E, EA055F, EA055G

55. Where and when did this situation occur? Mark one answer for each item.

	None of it	Some of it	Most of it	All of it
a. At a military installation	<div><div>1</div><input type="checkbox"/></div>	<div><div>2</div><input type="checkbox"/></div>	<div><div>3</div><input type="checkbox"/></div>	<div><div>4</div><input type="checkbox"/></div>
b. At your military work (the place where you perform your military duties)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. During duty hours	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. In a work environment where members of your racial/ethnic background are uncommon	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. While you were deployed	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. In the local community around an installation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. At your current permanent duty station	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

NOT [EA00I] = "1" AND NOT [SRSVC1] = "6" AND
((([EA045A] > "1" OR [EA045B] > "1") OR
[EA045C] > "1") OR [EA045D] > "1") OR [EA045E] > "1") OR [EA045F] > "1") OR [EA045G] > "1") OR
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[EA045M] > "1") OR [EA045N] > "1") OR [EA045O] > "1") OR [EA046A] > "1") OR [EA046B] > "1") OR
[EA046C] > "1") OR [EA046D] > "1") OR [EA046E] > "1") OR [EA046F] > "1") OR [EA046G] > "1") OR
[EA046H] > "1") OR [EA046I] > "1") OR [EA046J] > "1") OR [EA046K] > "1") OR [EA046L] > "1") OR
[EA046M] > "1") OR [EA046N] > "1") OR [EA046O] > "1") OR [EA047A] = "1") OR [EA047A] = "2") OR
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[EA048] = "2")

EA056

56. Do you know who did it?

2 ☐ Yes

1 ☐ No

***** Page Break *****

ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

NOT [EA00I] = "1" AND NOT [SRSVC1] = "6" AND
((([EA045A] > "1" OR [EA045B] > "1") OR
[EA045C] > "1") OR [EA045D] > "1") OR [EA045E] > "1") OR [EA045F] > "1") OR [EA045G] > "1") OR
[EA045H] > "1") OR [EA045I] > "1") OR [EA045J] > "1") OR [EA045K] > "1") OR [EA045L] > "1") OR
[EA045M] > "1") OR [EA045N] > "1") OR [EA045O] > "1") OR [EA046A] > "1") OR [EA046B] > "1") OR
[EA046C] > "1") OR [EA046D] > "1") OR [EA046E] > "1") OR [EA046F] > "1") OR [EA046G] > "1") OR
[EA046H] > "1") OR [EA046I] > "1") OR [EA046J] > "1") OR [EA046K] > "1") OR [EA046L] > "1") OR
[EA046M] > "1") OR [EA046N] > "1") OR [EA046O] > "1") OR [EA047A] = "1") OR [EA047A] = "2") OR
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[EA047N] = "2") OR [EA047O] = "1") OR [EA047O] = "2") OR [EA047P] = "1") OR [EA047P] = "2") OR
[EA047Q] = "1") OR [EA047Q] = "2") OR [EA047R] = "1") OR [EA047R] = "2") OR [EA047S] = "1") OR
[EA047S] = "2") OR [EA047T] = "1") OR [EA047T] = "2") OR [EA047U] = "1") OR [EA047U] = "2") OR
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[EA048] = "2") AND [EA056] = "2")

EA057

57. Did more than one person do it?

2 ☐ Yes

1 ☐ No

***** Page Break *****

ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

NOT [EA00I] = "1" AND NOT [SRSVC1] = "6" AND

((([EA045A] > "1" OR [EA045B] > "1") OR [EA045C] > "1") OR [EA045D] > "1") OR [EA045E] > "1") OR [EA045F] > "1") OR [EA045G] > "1") OR [EA045H] > "1") OR [EA045I] > "1") OR [EA045J] > "1") OR [EA045K] > "1") OR [EA045L] > "1") OR [EA045M] > "1") OR [EA045N] > "1") OR [EA045O] > "1") OR [EA046A] > "1") OR [EA046B] > "1") OR [EA046C] > "1") OR [EA046D] > "1") OR [EA046E] > "1") OR [EA046F] > "1") OR [EA046G] > "1") OR [EA046H] > "1") OR [EA046I] > "1") OR [EA046J] > "1") OR [EA046K] > "1") OR [EA046L] > "1") OR [EA046M] > "1") OR [EA046N] > "1") OR [EA046O] > "1") OR [EA047A] = "1") OR [EA047A] = "2") OR [EA047B] = "1") OR [EA047B] = "2") OR [EA047C] = "1") OR [EA047C] = "2") OR [EA047D] = "1") OR [EA047D] = "2") OR [EA047E] = "1") OR [EA047E] = "2") OR [EA047F] = "1") OR [EA047F] = "2") OR [EA047G] = "1") OR [EA047G] = "2") OR [EA047H] = "1") OR [EA047H] = "2") OR [EA047I] = "1") OR [EA047I] = "2") OR [EA047J] = "1") OR [EA047J] = "2") OR [EA047K] = "1") OR [EA047K] = "2") OR [EA047L] = "1") OR [EA047L] = "2") OR [EA047M] = "1") OR [EA047M] = "2") OR [EA047N] = "1") OR [EA047N] = "2") OR [EA047O] = "1") OR [EA047O] = "2") OR [EA047P] = "1") OR [EA047P] = "2") OR [EA047Q] = "1") OR [EA047Q] = "2") OR [EA047R] = "1") OR [EA047R] = "2") OR [EA047S] = "1") OR [EA047S] = "2") OR [EA047T] = "1") OR [EA047T] = "2") OR [EA047U] = "1") OR [EA047U] = "2") OR [EA047V] = "1") OR [EA047V] = "2") OR [EA047W] = "1") OR [EA047W] = "2") OR [EA047X] = "1") OR [EA047X] = "2") OR [EA047Y] = "1") OR [EA047Y] = "2") OR [EA047Z] = "1") OR [EA047Z] = "2") OR [EA048] = "2") AND [EA056] = "2")

EA058

58. What was the gender of the person(s)?

- 1 ☐ Male
- 2 ☐ Female
- 3 ☐ Some were male and some were female

***** Page Break *****

ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

NOT [EA001] = "1" AND NOT [SRSVC1] = "6" AND
 (([EA045A] > "1" OR [EA045B] > "1") OR
 [EA045C] > "1") OR [EA045D] > "1") OR [EA045E] > "1") OR [EA045F] > "1") OR [EA045G] > "1") OR
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 [EA046M] > "1") OR [EA046N] > "1") OR [EA046O] > "1") OR [EA047A] = "1") OR [EA047A] = "2") OR
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 [EA047N] = "2") OR [EA047O] = "1") OR [EA047O] = "2") OR [EA047P] = "1") OR [EA047P] = "2") OR
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 [EA047V] = "1") OR [EA047V] = "2") OR [EA047W] = "1") OR [EA047W] = "2") OR [EA047X] = "1") OR
 [EA047X] = "2") OR [EA047Y] = "1") OR [EA047Y] = "2") OR [EA047Z] = "1") OR [EA047Z] = "2") OR
 [EA048] = "2") AND [EA056] = "2")

EA059A, EA059B, EA059C, EA059D, EA059E, EA059F

59. What was the race/ethnic background of the person(s) who did it? Mark "Yes," "No," or "Don't know" for each.

	Yes <u>1</u>	No <u>2</u>	Don't know <u>3</u>
a. White	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Black or African American	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. American Indian or Alaska Native	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Spanish/Hispanic/Latino	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

NOT [EA001] = "1" AND NOT [SRVC1] = "6" AND
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 [EA047X] = "2") OR [EA047Y] = "1") OR [EA047Y] = "2") OR [EA047Z] = "1") OR [EA047Z] = "2") OR
 [EA048] = "2") AND [EA056] = "2")

EA060A, EA060B, EA060C, EA060D, EA060E, EA060F, EA060G, EA060H, EA060I

60. Was the person(s) who did it... Mark "Yes," "No," or "Don't know" for each.

	Yes	No	Don't know
a. Your immediate supervisor?	<div><div>1</div><div><input type="checkbox"/></div></div>	<div><div>2</div><div><input type="checkbox"/></div></div>	<div><div>3</div><div><input type="checkbox"/></div></div>
b. Your unit commander?	<div><div><input type="checkbox"/></div></div>	<div><div><input type="checkbox"/></div></div>	<div><div><input type="checkbox"/></div></div>
c. Other military person(s) of higher rank/grade than you?	<div><div><input type="checkbox"/></div></div>	<div><div><input type="checkbox"/></div></div>	<div><div><input type="checkbox"/></div></div>
d. Your military coworker(s)?	<div><div><input type="checkbox"/></div></div>	<div><div><input type="checkbox"/></div></div>	<div><div><input type="checkbox"/></div></div>
e. Your military subordinate(s)?	<div><div><input type="checkbox"/></div></div>	<div><div><input type="checkbox"/></div></div>	<div><div><input type="checkbox"/></div></div>
f. Other military person(s)?	<div><div><input type="checkbox"/></div></div>	<div><div><input type="checkbox"/></div></div>	<div><div><input type="checkbox"/></div></div>
g. DoD/Service civilian employee(s)?	<div><div><input type="checkbox"/></div></div>	<div><div><input type="checkbox"/></div></div>	<div><div><input type="checkbox"/></div></div>
h. DoD/Service civilian contractor(s)?	<div><div><input type="checkbox"/></div></div>	<div><div><input type="checkbox"/></div></div>	<div><div><input type="checkbox"/></div></div>
i. Person(s) in the local community	<div><div><input type="checkbox"/></div></div>	<div><div><input type="checkbox"/></div></div>	<div><div><input type="checkbox"/></div></div>

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ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

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[EA047X] = "2") OR [EA047Y] = "1") OR [EA047Y] = "2") OR [EA047Z] = "1") OR [EA047Z] = "2") OR
[EA048] = "2")

EA061

61. During the course of the situation you have in mind, how often did the event(s) occur?

- 1 ☐ Once
- 2 ☐ Occasionally
- 3 ☐ Frequently

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ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

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[EA047X] = "2") OR [EA047Y] = "1") OR [EA047Y] = "2") OR [EA047Z] = "1") OR [EA047Z] = "2") OR
[EA048] = "2")

EA062

62. How long did this situation last, or if continuing, how long has it been going on?

- 1 ☐ Less than 1 week
- 2 ☐ 1 week to less than 1 month
- 3 ☐ 1 month to less than 3 months
- 4 ☐ 3 months to less than 6 months
- 5 ☐ 6 months or more

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ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

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 [EA048] = "2")

EA063A, EA063B, EA063C, EA063D, EA063E, EA063F, EA063G, EA063H, EA063I, EA063J, EA063K

63. As a result of the situation, did you...

	Yes	No
a. Try to ignore the behavior?	<div><div><div>2</div><div></div></div><div><input type="checkbox"/></div></div>	<div><div><div>1</div><div></div></div><div><input type="checkbox"/></div></div>
b. Try to avoid the person(s) who bothered you?	<div><div><div></div><div></div></div><div><input type="checkbox"/></div></div>	<div><div><div></div><div></div></div><div><input type="checkbox"/></div></div>
c. Try to forget it?	<div><div><div></div><div></div></div><div><input type="checkbox"/></div></div>	<div><div><div></div><div></div></div><div><input type="checkbox"/></div></div>
d. Tell the person(s) to stop?	<div><div><div></div><div></div></div><div><input type="checkbox"/></div></div>	<div><div><div></div><div></div></div><div><input type="checkbox"/></div></div>
e. Ask someone else to speak to the person(s) for you?	<div><div><div></div><div></div></div><div><input type="checkbox"/></div></div>	<div><div><div></div><div></div></div><div><input type="checkbox"/></div></div>
f. Settle it yourself physically?	<div><div><div></div><div></div></div><div><input type="checkbox"/></div></div>	<div><div><div></div><div></div></div><div><input type="checkbox"/></div></div>
g. Act as though it did not bother you?	<div><div><div></div><div></div></div><div><input type="checkbox"/></div></div>	<div><div><div></div><div></div></div><div><input type="checkbox"/></div></div>
h. Call a hotline for advice/information (not to file a complaint)?	<div><div><div></div><div></div></div><div><input type="checkbox"/></div></div>	<div><div><div></div><div></div></div><div><input type="checkbox"/></div></div>
i. Request a transfer?	<div><div><div></div><div></div></div><div><input type="checkbox"/></div></div>	<div><div><div></div><div></div></div><div><input type="checkbox"/></div></div>
j. Think about getting out of your Service?	<div><div><div></div><div></div></div><div><input type="checkbox"/></div></div>	<div><div><div></div><div></div></div><div><input type="checkbox"/></div></div>
k. Accomplish less than you would like at work?	<div><div><div></div><div></div></div><div><input type="checkbox"/></div></div>	<div><div><div></div><div></div></div><div><input type="checkbox"/></div></div>

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ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

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[EA048] = "2")

EA064

64. Did the situation involve only civilians in the local community around an installation?

- 2 ☐ Yes
1 ☐ No

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ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

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EA065

65. Did you report the situation to any civilian community officials, offices, or courts?

- 5 ☐ Yes, and it made things better
- 4 ☐ Yes, but it made no difference
- 3 ☐ Yes, and it made things worse
- 2 ☐ Yes, but it is too soon to tell if it will make things better or worse
- 1 ☐ No, I did not report it to a civilian official

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ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

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[EA047Q] = "1") OR [EA047Q] = "2") OR [EA047R] = "1") OR [EA047R] = "2") OR [EA047S] = "1") OR
[EA047S] = "2") OR [EA047T] = "1") OR [EA047T] = "2") OR [EA047U] = "1") OR [EA047U] = "2") OR
[EA047V] = "1") OR [EA047V] = "2") OR [EA047W] = "1") OR [EA047W] = "2") OR [EA047X] = "1") OR
[EA047X] = "2") OR [EA047Y] = "1") OR [EA047Y] = "2") OR [EA047Z] = "1") OR [EA047Z] = "2") OR
[EA048] = "2")

EA066

66. Did you discuss/report this situation to any installation/Service/DoD individuals or organizations?

- 3 ☐ Yes, made a formal report
- 2 ☐ Yes, made an informal report
- 1 ☐ No

***** Page Break *****

ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

NOT [EA001] = "1" AND NOT [SRSVC1] = "6" AND

((([EA045A] > "1" OR [EA045B] > "1") OR [EA045C] > "1") OR [EA045D] > "1") OR [EA045E] > "1") OR [EA045F] > "1") OR [EA045G] > "1") OR [EA045H] > "1") OR [EA045I] > "1") OR [EA045J] > "1") OR [EA045K] > "1") OR [EA045L] > "1") OR [EA045M] > "1") OR [EA045N] > "1") OR [EA045O] > "1") OR [EA046A] > "1") OR [EA046B] > "1") OR [EA046C] > "1") OR [EA046D] > "1") OR [EA046E] > "1") OR [EA046F] > "1") OR [EA046G] > "1") OR [EA046H] > "1") OR [EA046I] > "1") OR [EA046J] > "1") OR [EA046K] > "1") OR [EA046L] > "1") OR [EA046M] > "1") OR [EA046N] > "1") OR [EA046O] > "1") OR [EA047A] = "1") OR [EA047A] = "2") OR [EA047B] = "1") OR [EA047B] = "2") OR [EA047C] = "1") OR [EA047C] = "2") OR [EA047D] = "1") OR [EA047D] = "2") OR [EA047E] = "1") OR [EA047E] = "2") OR [EA047F] = "1") OR [EA047F] = "2") OR [EA047G] = "1") OR [EA047G] = "2") OR [EA047H] = "1") OR [EA047H] = "2") OR [EA047I] = "1") OR [EA047I] = "2") OR [EA047J] = "1") OR [EA047J] = "2") OR [EA047K] = "1") OR [EA047K] = "2") OR [EA047L] = "1") OR [EA047L] = "2") OR [EA047M] = "1") OR [EA047M] = "2") OR [EA047N] = "1") OR [EA047N] = "2") OR [EA047O] = "1") OR [EA047O] = "2") OR [EA047P] = "1") OR [EA047P] = "2") OR [EA047Q] = "1") OR [EA047Q] = "2") OR [EA047R] = "1") OR [EA047R] = "2") OR [EA047S] = "1") OR [EA047S] = "2") OR [EA047T] = "1") OR [EA047T] = "2") OR [EA047U] = "1") OR [EA047U] = "2") OR [EA047V] = "1") OR [EA047V] = "2") OR [EA047W] = "1") OR [EA047W] = "2") OR [EA047X] = "1") OR [EA047X] = "2") OR [EA047Y] = "1") OR [EA047Y] = "2") OR [EA047Z] = "1") OR [EA047Z] = "2") OR [EA048] = "2") AND [EA066] = "2") OR [EA066] = "3"))

EA067A, EA067B, EA067C, EA067D, EA067E, EA067F

67. Did you report this situation to any of the following installation/Service/DoD individuals or organizations? Please mark one answer for each.

	Yes, and it made things better	Yes, but it made no difference	Yes, and it made things worse	Yes, but it is too soon to tell if it will make things better or worse	No, I did not report it to this person/ office
	<u>5</u>	<u>4</u>	<u>3</u>	<u>2</u>	<u>1</u>
a. Your immediate supervisor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Someone else in your chain-of-command	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Someone in the chain-of-command of the person(s) who did it	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Special military office responsible for handling these kinds of complaints (for example, Military Equal Opportunity or Civil Rights Office)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Other person or office with responsibility for follow-up	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Chaplain, counselor, ombudsman, or health care provider	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

NOT [EA001] = "1" AND NOT [SRSVC1] = "6" AND

((([EA045A] > "1" OR [EA045B] > "1") OR [EA045C] > "1") OR [EA045D] > "1") OR [EA045E] > "1") OR [EA045F] > "1") OR [EA045G] > "1") OR [EA045H] > "1") OR [EA045I] > "1") OR [EA045J] > "1") OR [EA045K] > "1") OR [EA045L] > "1") OR [EA045M] > "1") OR [EA045N] > "1") OR [EA045O] > "1") OR [EA046A] > "1") OR [EA046B] > "1") OR [EA046C] > "1") OR [EA046D] > "1") OR [EA046E] > "1") OR [EA046F] > "1") OR [EA046G] > "1") OR [EA046H] > "1") OR [EA046I] > "1") OR [EA046J] > "1") OR [EA046K] > "1") OR [EA046L] > "1") OR [EA046M] > "1") OR [EA046N] > "1") OR [EA046O] > "1") OR [EA047A] = "1") OR [EA047A] = "2") OR [EA047B] = "1") OR [EA047B] = "2") OR [EA047C] = "1") OR [EA047C] = "2") OR [EA047D] = "1") OR [EA047D] = "2") OR [EA047E] = "1") OR [EA047E] = "2") OR [EA047F] = "1") OR [EA047F] = "2") OR [EA047G] = "1") OR [EA047G] = "2") OR [EA047H] = "1") OR [EA047H] = "2") OR [EA047I] = "1") OR [EA047I] = "2") OR [EA047J] = "1") OR [EA047J] = "2") OR [EA047K] = "1") OR [EA047K] = "2") OR [EA047L] = "1") OR [EA047L] = "2") OR [EA047M] = "1") OR [EA047M] = "2") OR [EA047N] = "1") OR [EA047N] = "2") OR [EA047O] = "1") OR [EA047O] = "2") OR [EA047P] = "1") OR [EA047P] = "2") OR [EA047Q] = "1") OR [EA047Q] = "2") OR [EA047R] = "1") OR [EA047R] = "2") OR [EA047S] = "1") OR [EA047S] = "2") OR [EA047T] = "1") OR [EA047T] = "2") OR [EA047U] = "1") OR [EA047U] = "2") OR [EA047V] = "1") OR [EA047V] = "2") OR [EA047W] = "1") OR [EA047W] = "2") OR [EA047X] = "1") OR [EA047X] = "2") OR [EA047Y] = "1") OR [EA047Y] = "2") OR [EA047Z] = "1") OR [EA047Z] = "2") OR [EA048] = "2") AND [EA066] = "2") OR [EA066] = "3"))

EA068A, EA068B, EA068C, EA068D, EA068E, EA068F, EA068G, EA068H, EA068I, EA068J

68. What actions were taken in response to your report? Mark "Yes," "No," or "Don't know" for each.

	Yes	No	Don't know
a. Person(s) who bothered you was/were talked to about the behavior	$\frac{2}{\square}$	$\frac{1}{\square}$	$\frac{99}{\square}$
b. Your complaint was/is being investigated	\square	\square	\square
c. The situation was resolved informally	\square	\square	\square
d. The rules on harassment and discrimination were explained to everyone in the unit/office/place where the problem had occurred	\square	\square	\square
e. You were encouraged to drop the complaint	\square	\square	\square
f. Your complaint was discounted or not taken seriously	\square	\square	\square
g. Members of your chain-of-command were hostile toward you	\square	\square	\square
h. Your coworkers were hostile toward you	\square	\square	\square
i. No action was taken	\square	\square	\square
j. You do not know what action was taken	\square	\square	\square

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ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

NOT [EA001] = "1" AND NOT [SRSVC1] = "6" AND

((([EA045A] > "1" OR [EA045B] > "1") OR [EA045C] > "1") OR [EA045D] > "1") OR [EA045E] > "1") OR [EA045F] > "1") OR [EA045G] > "1") OR [EA045H] > "1") OR [EA045I] > "1") OR [EA045J] > "1") OR [EA045K] > "1") OR [EA045L] > "1") OR [EA045M] > "1") OR [EA045N] > "1") OR [EA045O] > "1") OR [EA046A] > "1") OR [EA046B] > "1") OR [EA046C] > "1") OR [EA046D] > "1") OR [EA046E] > "1") OR [EA046F] > "1") OR [EA046G] > "1") OR [EA046H] > "1") OR [EA046I] > "1") OR [EA046J] > "1") OR [EA046K] > "1") OR [EA046L] > "1") OR [EA046M] > "1") OR [EA046N] > "1") OR [EA046O] > "1") OR [EA047A] = "1") OR [EA047A] = "2") OR [EA047B] = "1") OR [EA047B] = "2") OR [EA047C] = "1") OR [EA047C] = "2") OR [EA047D] = "1") OR [EA047D] = "2") OR [EA047E] = "1") OR [EA047E] = "2") OR [EA047F] = "1") OR [EA047F] = "2") OR [EA047G] = "1") OR [EA047G] = "2") OR [EA047H] = "1") OR [EA047H] = "2") OR [EA047I] = "1") OR [EA047I] = "2") OR [EA047J] = "1") OR [EA047J] = "2") OR [EA047K] = "1") OR [EA047K] = "2") OR [EA047L] = "1") OR [EA047L] = "2") OR [EA047M] = "1") OR [EA047M] = "2") OR [EA047N] = "1") OR [EA047N] = "2") OR [EA047O] = "1") OR [EA047O] = "2") OR [EA047P] = "1") OR [EA047P] = "2") OR [EA047Q] = "1") OR [EA047Q] = "2") OR [EA047R] = "1") OR [EA047R] = "2") OR [EA047S] = "1") OR [EA047S] = "2") OR [EA047T] = "1") OR [EA047T] = "2") OR [EA047U] = "1") OR [EA047U] = "2") OR [EA047V] = "1") OR [EA047V] = "2") OR [EA047W] = "1") OR [EA047W] = "2") OR [EA047X] = "1") OR [EA047X] = "2") OR [EA047Y] = "1") OR [EA047Y] = "2") OR [EA047Z] = "1") OR [EA047Z] = "2") OR [EA048] = "2") AND [EA066] = "2") OR [EA066] = "3")

EA069A, EA069B, EA069C, EA069D, EA069E, EA069F, EA069G

69. How satisfied are you with the following aspects of the reporting process? *Mark one answer for each item.*

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
a. Availability of information about how to file a complaint	<u>5</u> <input type="radio"/>	<u>4</u> <input type="radio"/>	<u>3</u> <input type="radio"/>	<u>2</u> <input type="radio"/>	<u>1</u> <input type="radio"/>
b. Availability of information about how to follow-up on a complaint	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Treatment by personnel handling your complaint	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Amount of time it took/is taking to resolve your complaint	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. How well you were/are kept informed about the progress of your complaint	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Degree to which your privacy was/is being protected	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. The complaint process overall	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

NOT [EA001] = "1" AND NOT [SRSVC1] = "6" AND

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((([EA045A] > "1" OR [EA045B] > "1") OR [EA045C] > "1") OR [EA045D] > "1") OR [EA045E] > "1") OR [EA045F] > "1") OR [EA045G] > "1") OR [EA045H] > "1") OR [EA045I] > "1") OR [EA045J] > "1") OR [EA045K] > "1") OR [EA045L] > "1") OR [EA045M] > "1") OR [EA045N] > "1") OR [EA045O] > "1") OR [EA046A] > "1") OR [EA046B] > "1") OR [EA046C] > "1") OR [EA046D] > "1") OR [EA046E] > "1") OR [EA046F] > "1") OR [EA046G] > "1") OR [EA046H] > "1") OR [EA046I] > "1") OR [EA046J] > "1") OR [EA046K] > "1") OR [EA046L] > "1") OR [EA046M] > "1") OR [EA046N] > "1") OR [EA046O] > "1") OR [EA047A] = "1") OR [EA047A] = "2") OR [EA047B] = "1") OR [EA047B] = "2") OR [EA047C] = "1") OR [EA047C] = "2") OR [EA047D] = "1") OR [EA047D] = "2") OR [EA047E] = "1") OR [EA047E] = "2") OR [EA047F] = "1") OR [EA047F] = "2") OR [EA047G] = "1") OR [EA047G] = "2") OR [EA047H] = "1") OR [EA047H] = "2") OR [EA047I] = "1") OR [EA047I] = "2") OR [EA047J] = "1") OR [EA047J] = "2") OR [EA047K] = "1") OR [EA047K] = "2") OR [EA047L] = "1") OR [EA047L] = "2") OR [EA047M] = "1") OR [EA047M] = "2") OR [EA047N] = "1") OR [EA047N] = "2") OR [EA047O] = "1") OR [EA047O] = "2") OR [EA047P] = "1") OR [EA047P] = "2") OR [EA047Q] = "1") OR [EA047Q] = "2") OR [EA047R] = "1") OR [EA047R] = "2") OR [EA047S] = "1") OR [EA047S] = "2") OR [EA047T] = "1") OR [EA047T] = "2") OR [EA047U] = "1") OR [EA047U] = "2") OR [EA047V] = "1") OR [EA047V] = "2") OR [EA047W] = "1") OR [EA047W] = "2") OR [EA047X] = "1") OR [EA047X] = "2") OR [EA047Y] = "1") OR [EA047Y] = "2") OR [EA047Z] = "1") OR [EA047Z] = "2") OR [EA048] = "2") AND [EA066] = "2") OR [EA066] = "3"))
```

EA070

70. Do you feel that your chances of having a successful military career will be affected by making this report?

- 3 ☐ Yes, your chances will be improved
2 ☐ Yes, your chances will be worse
1 ☐ No, your career will not be affected

***** Page Break *****

ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

NOT [EA00I] = "1" AND NOT [SRSVC1] = "6" AND
((([EA045A] > "1" OR [EA045B] > "1") OR
[EA045C] > "1") OR [EA045D] > "1") OR [EA045E] > "1") OR [EA045F] > "1") OR [EA045G] > "1") OR
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[EA048] = "2") AND [EA066] = "2") OR [EA066] = "3")

EA071

71. Was your complaint found to be true?

- 2 ☐ Yes
- 1 ☐ No
- 3 ☐ They were unable to determine whether your complaint was true or not.
- 4 ☐ Does not apply, the action is still being processed

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ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

NOT [EA001] = "1" AND NOT [SRSVC1] = "6" AND
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 [EA047V] = "1") OR [EA047V] = "2") OR [EA047W] = "1") OR [EA047W] = "2") OR [EA047X] = "1") OR
 [EA047X] = "2") OR [EA047Y] = "1") OR [EA047Y] = "2") OR [EA047Z] = "1") OR [EA047Z] = "2") OR
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 [EA071] = "3"))

EA072A, EA072B, EA072C, EA072D, EA072E

72. What was the outcome of your complaint? Mark "Yes," "No," or "Don't know" for each.

	Yes	No	Don't know
a. The outcome of your complaint was explained to you	<u>2</u> <input checked="" type="checkbox"/>	<u>1</u> <input checked="" type="checkbox"/>	<u>99</u> <input checked="" type="checkbox"/>
b. The situation was corrected	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Some action was taken against the person(s) who bothered you	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Nothing was done about the complaint	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Action was taken against you	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

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ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

NOT [EA001] = "1" AND NOT [SRSVC1] = "6" AND
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[EA047G] = "1") OR [EA047G] = "2") OR [EA047H] = "1") OR [EA047H] = "2") OR [EA047I] = "1") OR
[EA047I] = "2") OR [EA047J] = "1") OR [EA047J] = "2") OR [EA047K] = "1") OR [EA047K] = "2") OR
[EA047L] = "1") OR [EA047L] = "2") OR [EA047M] = "1") OR [EA047M] = "2") OR [EA047N] = "1") OR
[EA047N] = "2") OR [EA047O] = "1") OR [EA047O] = "2") OR [EA047P] = "1") OR [EA047P] = "2") OR
[EA047Q] = "1") OR [EA047Q] = "2") OR [EA047R] = "1") OR [EA047R] = "2") OR [EA047S] = "1") OR
[EA047S] = "2") OR [EA047T] = "1") OR [EA047T] = "2") OR [EA047U] = "1") OR [EA047U] = "2") OR
[EA047V] = "1") OR [EA047V] = "2") OR [EA047W] = "1") OR [EA047W] = "2") OR [EA047X] = "1") OR
[EA047X] = "2") OR [EA047Y] = "1") OR [EA047Y] = "2") OR [EA047Z] = "1") OR [EA047Z] = "2") OR
[EA048] = "2") AND ([EA066] = "2" OR [EA066] = "3")) AND (([EA071] = "1" OR [EA071] = "2") OR
[EA071] = "3"))

EA073

73. How satisfied were you with the outcome of your complaint?

- 5 ☐ Very satisfied
4 ☐ Satisfied
3 ☐ Neither satisfied nor dissatisfied
2 ☐ Dissatisfied
1 ☐ Very dissatisfied

***** Page Break *****

ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

NOT [EA001] = "1" AND NOT [SRSVC1] = "6" AND
((([EA045A] > "1" OR [EA045B] > "1") OR
[EA045C] > "1") OR [EA045D] > "1") OR [EA045E] > "1") OR [EA045F] > "1") OR [EA045G] > "1") OR
[EA045H] > "1") OR [EA045I] > "1") OR [EA045J] > "1") OR [EA045K] > "1") OR [EA045L] > "1") OR
[EA045M] > "1") OR [EA045N] > "1") OR [EA045O] > "1") OR [EA046A] > "1") OR [EA046B] > "1") OR
[EA046C] > "1") OR [EA046D] > "1") OR [EA046E] > "1") OR [EA046F] > "1") OR [EA046G] > "1") OR
[EA046H] > "1") OR [EA046I] > "1") OR [EA046J] > "1") OR [EA046K] > "1") OR [EA046L] > "1") OR
[EA046M] > "1") OR [EA046N] > "1") OR [EA046O] > "1") OR [EA047A] = "1") OR [EA047A] = "2") OR
[EA047B] = "1") OR [EA047B] = "2") OR [EA047C] = "1") OR [EA047C] = "2") OR [EA047D] = "1") OR
[EA047D] = "2") OR [EA047E] = "1") OR [EA047E] = "2") OR [EA047F] = "1") OR [EA047F] = "2") OR
[EA047G] = "1") OR [EA047G] = "2") OR [EA047H] = "1") OR [EA047H] = "2") OR [EA047I] = "1") OR
[EA047I] = "2") OR [EA047J] = "1") OR [EA047J] = "2") OR [EA047K] = "1") OR [EA047K] = "2") OR
[EA047L] = "1") OR [EA047L] = "2") OR [EA047M] = "1") OR [EA047M] = "2") OR [EA047N] = "1") OR
[EA047N] = "2") OR [EA047O] = "1") OR [EA047O] = "2") OR [EA047P] = "1") OR [EA047P] = "2") OR
[EA047Q] = "1") OR [EA047Q] = "2") OR [EA047R] = "1") OR [EA047R] = "2") OR [EA047S] = "1") OR
[EA047S] = "2") OR [EA047T] = "1") OR [EA047T] = "2") OR [EA047U] = "1") OR [EA047U] = "2") OR
[EA047V] = "1") OR [EA047V] = "2") OR [EA047W] = "1") OR [EA047W] = "2") OR [EA047X] = "1") OR
[EA047X] = "2") OR [EA047Y] = "1") OR [EA047Y] = "2") OR [EA047Z] = "1") OR [EA047Z] = "2") OR
[EA048] = "2") AND ([EA066] = "2" OR [EA066] = "3"))

EA074

74. Did you report all of the behaviors you experienced to one of the installation/Service/DoD individuals or organizations?

2 ☐ Yes

1 ☐ No

***** Page Break *****

ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

EA075A, EA075B, EA075C, EA075D, EA075E, EA075F, EA075G, EA075H, EA075I, EA075J, EA075K, EA075L, EA075M, EA075N

75. What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations? Mark "Yes" or "No" for each.

	Yes	No
a. Was not important enough to report	<div style="text-align: center; margin-bottom: 5px;"><u>2</u></div> <input type="checkbox"/>	<div style="text-align: center; margin-bottom: 5px;"><u>1</u></div> <input type="checkbox"/>
b. You did not know how to report	<input type="checkbox"/>	<input type="checkbox"/>
c. You felt uncomfortable making a report	<input type="checkbox"/>	<input type="checkbox"/>
d. You took care of the problem yourself	<input type="checkbox"/>	<input type="checkbox"/>
e. You did not think anything would be done	<input type="checkbox"/>	<input type="checkbox"/>
f. You thought you would not be believed	<input type="checkbox"/>	<input type="checkbox"/>
g. You thought reporting would take too much time and effort	<input type="checkbox"/>	<input type="checkbox"/>
h. You thought you would be labeled a troublemaker	<input type="checkbox"/>	<input type="checkbox"/>
i. You thought it would make your work situation unpleasant	<input type="checkbox"/>	<input type="checkbox"/>
j. You thought your performance evaluation or chance for promotion would suffer	<input type="checkbox"/>	<input type="checkbox"/>
k. You were afraid of retaliation/reprisals from the person(s) who did it or from their friends	<input type="checkbox"/>	<input type="checkbox"/>
l. You were afraid of retaliation/reprisals from your chain-of-command	<input type="checkbox"/>	<input type="checkbox"/>
m. You did not know the identity of the person(s) who did it	<input type="checkbox"/>	<input type="checkbox"/>
n. Situation only involved civilian(s) off an installation	<input type="checkbox"/>	<input type="checkbox"/>

***** Page Break *****

ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

NOT [EA001] = "1" AND NOT [SRSVC1] = "6" AND

((([EA045A] > "1") OR [EA045B] > "1") OR
[EA045C] > "1") OR [EA045D] > "1") OR [EA045E] > "1") OR [EA045F] > "1") OR [EA045G] > "1") OR
[EA045H] > "1") OR [EA045I] > "1") OR [EA045J] > "1") OR [EA045K] > "1") OR [EA045L] > "1") OR
[EA045M] > "1") OR [EA045N] > "1") OR [EA045O] > "1") OR [EA046A] > "1") OR [EA046B] > "1") OR
[EA046C] > "1") OR [EA046D] > "1") OR [EA046E] > "1") OR [EA046F] > "1") OR [EA046G] > "1") OR
[EA046H] > "1") OR [EA046I] > "1") OR [EA046J] > "1") OR [EA046K] > "1") OR [EA046L] > "1") OR
[EA046M] > "1") OR [EA046N] > "1") OR [EA046O] > "1") OR [EA047A] = "1") OR [EA047A] = "2") OR
[EA047B] = "1") OR [EA047B] = "2") OR [EA047C] = "1") OR [EA047C] = "2") OR [EA047D] = "1") OR
[EA047D] = "2") OR [EA047E] = "1") OR [EA047E] = "2") OR [EA047F] = "1") OR [EA047F] = "2") OR
[EA047G] = "1") OR [EA047G] = "2") OR [EA047H] = "1") OR [EA047H] = "2") OR [EA047I] = "1") OR
[EA047I] = "2") OR [EA047J] = "1") OR [EA047J] = "2") OR [EA047K] = "1") OR [EA047K] = "2") OR
[EA047L] = "1") OR [EA047L] = "2") OR [EA047M] = "1") OR [EA047M] = "2") OR [EA047N] = "1") OR
[EA047N] = "2") OR [EA047O] = "1") OR [EA047O] = "2") OR [EA047P] = "1") OR [EA047P] = "2") OR
[EA047Q] = "1") OR [EA047Q] = "2") OR [EA047R] = "1") OR [EA047R] = "2") OR [EA047S] = "1") OR
[EA047S] = "2") OR [EA047T] = "1") OR [EA047T] = "2") OR [EA047U] = "1") OR [EA047U] = "2") OR
[EA047V] = "1") OR [EA047V] = "2") OR [EA047W] = "1") OR [EA047W] = "2") OR [EA047X] = "1") OR
[EA047X] = "2") OR [EA047Y] = "1") OR [EA047Y] = "2") OR [EA047Z] = "1") OR [EA047Z] = "2") OR
[EA048] = "2"))

EA076A, EA076B, EA076C, EA076D, EA076E, EA076F, EA076G

76. Did any of the following things happen in response to how you handled the situation?

Mark "Yes," "No," or "Don't know" for each.

	Yes	No	Don't know
a. You were ignored or shunned by others at work	$\frac{2}{100}$	$\frac{1}{100}$	$\frac{99}{100}$
b. You were blamed for the situation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. You were given less favorable job duties	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. You were denied an opportunity for training	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. You were given an unfair job performance appraisal	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. You were denied a promotion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. You were transferred to a less desirable job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

***** Page Break *****

ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

NOT [EA001] = "1" AND NOT [SRSVC1] = "6" AND

(((((EA045A > "1" OR EA045B > "1" OR EA045C > "1" OR EA045D > "1" OR EA045E > "1" OR EA045F > "1" OR EA045G > "1" OR EA045H > "1" OR EA045I > "1" OR EA045J > "1" OR EA045K > "1" OR EA045L > "1" OR EA045M > "1" OR EA045N > "1" OR EA045O > "1" OR EA046A > "1" OR EA046B > "1" OR EA046C > "1" OR EA046D > "1" OR EA046E > "1" OR EA046F > "1" OR EA046G > "1" OR EA046H > "1" OR EA046I > "1" OR EA046J > "1" OR EA046K > "1" OR EA046L > "1" OR EA046M > "1" OR EA046N > "1" OR EA046O > "1" OR EA047A = "1" OR EA047A = "2" OR EA047B = "1" OR EA047B = "2" OR EA047C = "1" OR EA047C = "2" OR EA047D = "1" OR EA047D = "2" OR EA047E = "1" OR EA047E = "2" OR EA047F = "1" OR EA047F = "2" OR EA047G = "1" OR EA047G = "2" OR EA047H = "1" OR EA047H = "2" OR EA047I = "1" OR EA047I = "2" OR EA047J = "1" OR EA047J = "2" OR EA047K = "1" OR EA047K = "2" OR EA047L = "1" OR EA047L = "2" OR EA047M = "1" OR EA047M = "2" OR EA047N = "1" OR EA047N = "2" OR EA047O = "1" OR EA047O = "2" OR EA047P = "1" OR EA047P = "2" OR EA047Q = "1" OR EA047Q = "2" OR EA047R = "1" OR EA047R = "2" OR EA047S = "1" OR EA047S = "2" OR EA047T = "1" OR EA047T = "2" OR EA047U = "1" OR EA047U = "2" OR EA047V = "1" OR EA047V = "2" OR EA047W = "1" OR EA047W = "2" OR EA047X = "1" OR EA047X = "2" OR EA047Y = "1" OR EA047Y = "2" OR EA047Z = "1" OR EA047Z = "2" OR EA048 = "2"))))))))

EA077

77. Do you consider ANY of the things which YOU MARKED AS HAPPENING TO YOU in response to how you handled the situation to have been retaliation for reporting your experience?

- 2 ☐ Yes
- 1 ☐ No
- 3 ☐ Don't know

***** Page Break *****

PERSONNEL POLICY AND PRACTICES

NOT [EA001] = "1" AND NOT [SRSVC1] = "6"

EA078A, EA078B, EA078C

78. Please give your opinion about whether the persons below make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what is said officially. Mark "Yes," "No," or "Don't know" for each.

	Yes	No	Don't know
a. Senior leadership of my Service	<u>2</u> <input type="checkbox"/>	<u>1</u> <input type="checkbox"/>	<u>3</u> <input type="checkbox"/>
b. Senior leadership of my installation/ship	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. My immediate supervisor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

***** Page Break *****

PERSONNEL POLICY AND PRACTICES

NOT [EA001] = "1" AND NOT [SRSVC1] = "6"

EA079

79. Has the military paid too much or too little attention to racial/ethnic harassment and discrimination during the past several years?

- 1 ☐ Too much attention
 2 ☐ The right amount of attention
 3 ☐ Too little attention

***** Page Break *****

PERSONNEL POLICY AND PRACTICES

NOT [EA001] = "1" AND NOT [SRSVC1] = "6"

EA080A, EA080B, EA080C, EA080D, EA080E

80. In your work group, to what extent...

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Would members of your work group feel free to report racial/ethnic harassment and discrimination without fear of reprisals?	<u>1</u> <input type="checkbox"/>	<u>2</u> <input type="checkbox"/>	<u>3</u> <input type="checkbox"/>	<u>4</u> <input type="checkbox"/>	<u>5</u> <input type="checkbox"/>
b. Would complaints about racial/ethnic harassment and discrimination be taken seriously?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Would people be able to get away with racial/ethnic harassment and discrimination?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Are policies forbidding racial/ethnic harassment and discrimination publicized?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Are complaint procedures related to racial/ethnic harassment and discrimination publicized?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

***** Page Break *****

PERSONNEL POLICY AND PRACTICES

NOT [EA001] = "1" AND NOT [SRSVC1] = "6"

EA081

81. At your current duty station, would you know how to report experiences of race/ethnic harassment and/or discrimination?

2 ☐ Yes

1 ☐ No

***** Page Break *****

PERSONNEL POLICY AND PRACTICES

NOT [EA001] = "1" AND NOT [SRSVC1] = "6"

EA082A, EA082B, EA082C, EA082D, EA082E, EA082F, EA082G, EA082H, EA082I, EA082J, EA082K, EA082L, EA082M

82. At your installation/ship, to what extent...

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Would Service members feel free to report racial/ethnic harassment and discrimination without fear of reprisals?	<u>1</u> <input type="checkbox"/>	<u>2</u> <input type="checkbox"/>	<u>3</u> <input type="checkbox"/>	<u>4</u> <input type="checkbox"/>	<u>5</u> <input type="checkbox"/>
b. Would complaints about racial/ethnic harassment and discrimination be taken seriously?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Would people be able to get away with racial/ethnic harassment and discrimination?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Are policies forbidding racial/ethnic harassment and discrimination publicized?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Are complaint procedures related to racial/ethnic harassment and discrimination publicized?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Continued) At your installation/ship, to what extent...

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
f. Is the availability of complaint hotlines publicized?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Do people feel free to sit wherever they choose in dining halls regardless of race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Do people feel free to use any recreation facilities regardless of race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Are racist/extremist organizations or activities a problem?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Are hate crimes/activities a problem?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. Are gang activities a problem?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. Are racist/extremist organizations or activities a problem in the local community around your installation?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. Are hate groups/extremist activities a problem in the local community around your installation?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

***** Page Break *****

PERSONNEL POLICY AND PRACTICES

NOT [EA001] = "1" AND NOT [SRSVC1] = "6"

EA083A, EA083B, EA083C

83. To what extent...

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Do you feel uneasy being around people who are of race/ethnic backgrounds different from yours?	<u>1</u> <input type="checkbox"/>	<u>2</u> <input type="checkbox"/>	<u>3</u> <input type="checkbox"/>	<u>4</u> <input type="checkbox"/>	<u>5</u> <input type="checkbox"/>
b. Have you felt pressure from Service members who are of your race/ethnicity not to socialize with members of other race/ethnic groups?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Do you feel comfortable interacting with people from different race/ethnic groups?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

***** Page Break *****

PERSONNEL POLICY AND PRACTICES

NOT [EA001] = "1" AND NOT [SRSVC1] = "6"

EA084A, EA084B

84. Have you tried to avoid an assignment in the military because you thought you might be subjected to racial/ethnic harassment or discrimination... Mark "Yes" or "No" for each.

	Yes	No
a. At a Command or on an installation/ship?	<u>2</u> <input type="checkbox"/>	<u>1</u> <input type="checkbox"/>
b. In the local community around an installation?	<input type="checkbox"/>	<input type="checkbox"/>

***** Page Break *****

PERSONNEL POLICY AND PRACTICES

NOT [EA001] = "1" AND NOT [SRSVC1] = "6"

EA085A, EA085B

85. During the past 12 months, have you been involved in a racial confrontation...

	No, and I have NOT seen it happen to others	No, but I have seen it happen to others	Yes, but I have NOT seen it happen to others	Yes, and I have seen it happen to others
a. On your installation/ship?	<u>1</u> <input type="checkbox"/>	<u>2</u> <input type="checkbox"/>	<u>3</u> <input type="checkbox"/>	<u>4</u> <input type="checkbox"/>
b. In the local community around your installation?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

***** Page Break *****

PERSONNEL POLICY AND PRACTICES

NOT [EA001] = "1" AND NOT [SRSVC1] = "6"

EA086A, EA086B, EA086C, EA086D

86. How would you rate race relations... *Mark one answer for each statement.*

	Excellent	Very good	Good	Fair	Poor
a. In your work group?	<u>5</u> <input type="checkbox"/>	<u>4</u> <input type="checkbox"/>	<u>3</u> <input type="checkbox"/>	<u>2</u> <input type="checkbox"/>	<u>1</u> <input type="checkbox"/>
b. At your installation/ship?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. In your Service?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. In the local community around your installation?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

***** Page Break *****

TRAINING

NOT [EA001] = "1" AND NOT [SRSVC1] = "6"

EA087

87. Have you had any training from military sources during the past 12 months on topics related to racial/ethnic harassment and discrimination?

2 ☐ Yes

1 ☐ No

***** Page Break *****

TRAINING

NOT [EA001] = "1" AND NOT [SRSVC1] = "6" AND [EA087] = "2"

EA088

88. In the past 12 months, how many times have you had training from military sources on topics related to racial/ethnic harassment and discrimination? To indicate nine or more, enter "9".

***** Page Break *****

TRAINING

NOT [EA001] = "1" AND NOT [SRSVC1] = "6" AND [EA087] = "2"

EA089A, EA089B, EA089C, EA089D, EA089E, EA089F, EA089G, EA089H, EA089I, EA089J

89. My Service's training...

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. Provides a good understanding of what words and actions are considered racial/ethnic harassment and discrimination.	5 <input type="checkbox"/>	4 <input type="checkbox"/>	3 <input type="checkbox"/>	2 <input type="checkbox"/>	1 <input type="checkbox"/>
b. Teaches that racial/ethnic harassment and discrimination reduces the cohesion and effectiveness of your Service as a whole.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Identifies behaviors that are offensive to others and should not be tolerated.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Gives useful tools for dealing with racial/ethnic harassment and discrimination.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Explains the process for reporting racial/ethnic harassment and discrimination.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Continued) My Service's training...

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
f. Makes you feel it is safe to complain about offensive, race/ethnic-related situations.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Promotes cross-cultural awareness.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Provides information about policies, procedures, and consequences of racial/ethnic harassment and discrimination.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Provides information on your Service's policies on participation in hate groups/gangs/extremist activities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Promotes religious tolerance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

***** Page Break *****

TRAINING

NOT [EA001] = "1" AND NOT [SRSVC1] = "6" AND [EA087] = "2"

EA090

90. In your opinion, how effective was the training you received in actually reducing/preventing behaviors which might be seen as racial/ethnic harassment and discrimination?

- 1 ☐ Very effective
- 2 ☐ Moderately effective
- 3 ☐ Slightly effective
- 4 ☐ Not at all effective

***** Page Break *****

MILITARY/CIVILIAN COMPARISONS

NOT [EA001] = "1" AND NOT [SRSVC1] = "6"

EA091A, EA091B, EA091C, EA091D, EA091E, EA091F, EA091G, EA091H, EA091I, EA091J, EA091K, EA091L

91. How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world?

	Much better in the military	Better in the military	No difference	Better as a civilian	Much better as a civilian
a. Promotion opportunities	<u>5</u> <input type="checkbox"/>	<u>4</u> <input type="checkbox"/>	<u>3</u> <input type="checkbox"/>	<u>2</u> <input type="checkbox"/>	<u>1</u> <input type="checkbox"/>
b. Pay and benefits	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Fair performance evaluations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Education and training opportunities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Quality of life	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Fair administration of criminal justice	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Chance to show pride in yourself	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Chance to show pride in your race/ethnic group	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Freedom from harassment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Freedom from discrimination	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. Freedom from extremism/hate crimes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. Race/ethnic relations overall	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

***** Page Break *****

MILITARY/CIVILIAN COMPARISONS

NOT [EA001] = "1" AND NOT [SRSVC1] = "6"

EA092

92. Do you have friends of a different race/ethnicity with whom you socialize in your home/quarters?

2 ☐ Yes

1 ☐ No

***** Page Break *****

MILITARY/CIVILIAN COMPARISONS

NOT [EA001] = "1" AND NOT [SRSVC1] = "6"

EA093

93. Do you have close personal friends who are of a different race/ethnicity than yours?

2 ☐ Yes

1 ☐ No

***** Page Break *****

MILITARY/CIVILIAN COMPARISONS

NOT [EA001] = "1" AND NOT [SRSVC1] = "6"

EA094

94. Compared to right before you entered the military, do you have more or fewer close personal friends who are of a race/ethnicity different from yours?

1 ☐ More now

2 ☐ About the same

3 ☐ Fewer now

***** Page Break *****

MILITARY/CIVILIAN COMPARISONS

NOT [EA001] = "1" AND NOT [SRSVC1] = "6"

EA095

95. In your opinion, have race/ethnic relations in our nation gotten better or worse over the last 5 years?

1 ☐ Better today

2 ☐ About the same as 5 years ago

3 ☐ Worse today

***** Page Break *****

MILITARY/CIVILIAN COMPARISONS

EA096A, EA096B, EA096C, EA096D, EA096E, EA096F, EA096G

96. In your opinion, have opportunities in our nation gotten better or worse over the last 5 years for...

	Much better	Better	Neither better nor worse	Worse	Much worse
a. Blacks or African Americans	<u>5</u> <input type="checkbox"/>	<u>4</u> <input type="checkbox"/>	<u>3</u> <input type="checkbox"/>	<u>2</u> <input type="checkbox"/>	<u>1</u> <input type="checkbox"/>
b. American Indians or Alaska Natives	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Asians, Native Hawaiians or Pacific Islanders	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Spanish/Hispanic/Latinos	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Arab Americans	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Whites	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Muslims	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

***** Page Break *****

MILITARY/CIVILIAN COMPARISONS

NOT [EA001] = "1" AND NOT [SRSVC1] = "6" AND [EA019] >= "5"

EA097

97. In your opinion, how often does racial/ethnic harassment and discrimination occur in the military now, as compared with a few years ago?

- 1 ☐ Much less often
- 2 ☐ Less often
- 3 ☐ About the same
- 4 ☐ More often
- 5 ☐ Much more often

***** Page Break *****

MILITARY/CIVILIAN COMPARISONS

NOT [EA001] = "1" AND NOT [SRSVC1] = "6" AND [EA019] >= "5"

EA098

98. In your opinion, have race/ethnic relations in the military gotten better or worse over the last 5 years?

- 1 ☐ Better today
- 2 ☐ About the same as 5 years ago
- 3 ☐ Worse today

***** Page Break *****

MILITARY/CIVILIAN COMPARISONS

NOT [EA001] = "1" AND NOT [SRSVC1] = "6" AND [EA019] >= "5"

EA099A, EA099B, EA099C, EA099D, EA099E, EA099F, EA099G

99. In your opinion, have opportunities in the military gotten better or worse over the last 5 years for...

	Much better	Better	Neither better nor worse	Worse	Much worse
a. Blacks or African Americans	<u>5</u> <input type="checkbox"/>	<u>4</u> <input type="checkbox"/>	<u>3</u> <input type="checkbox"/>	<u>2</u> <input type="checkbox"/>	<u>1</u> <input type="checkbox"/>
b. American Indians or Alaska Natives	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Asians, Native Hawaiians or Pacific Islanders	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Spanish/Hispanic/Latinos	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Arab Americans	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Whites	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Muslims	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

***** Page Break *****

TAKING THE SURVEY

NOT [EA001] = "1" AND NOT [SRSVC1] = "6"

REQUEST

100. Thank you for participating in the Workplace and Equal Opportunity Survey of Active-Duty Members. If you would like to receive a message advising you of when and where the results will be available, please provide your E-mail address. Your address will only be used for this purpose.

***** Page Break *****

TAKING THE SURVEY

NOT [EA001] = "1" AND NOT [SRSVC1] = "6"

COMMENT

101. If you have comments or concerns that you were not able to express in answering this survey, please enter them in the space provided. Any comments you make on this questionnaire will be kept confidential, and no follow-up action will be taken in response to any specifics reported. If you want to report a harassment problem, information about how to do so is available through your Equal Opportunity or Civil Rights Office.

***** Page Break *****

Appendix E

Coding Scheme

APPENDIX E: Coding Scheme for the 2005 Workplace and Equal Opportunity Survey of Active-Duty Members

The guiding premise of this DMDC survey is that the analysts creating the dataset will not be the only ones analyzing the data. DMDC rarely collects data only for immediate use or to answer one question. Different people, both at DMDC and other organizations, analyze DMDC datasets over time. Every care is taken in organizing and documenting DMDC surveys so secondary analysts can be reasonably certain they understand both how data were coded and the limitations of the data. This appendix describes (1) conventions for naming variables, (2) methods for capturing data from the survey instrument, and (3) the process of editing survey response variables created for the analysis file.

Variable Naming

In responding to a customer's request for information, DMDC often uses multiple data sources. Information on a particular topic may need to be obtained from different surveys or from a survey that has been repeated over a number of years. For example, a customer might be interested in organizational commitment items included in a survey of active duty members in 1999 and in an exit survey in 2000. Conventions discussed below are being used as a means for facilitating such analyses.

Survey Variables

Standard survey response and operational variables. Variables common to DMDC surveys are assigned identical names and values across surveys. The prefix "SR" is used for self-reported demographic survey items. Common self-report variables occurring in the 2005 Workplace and Equal Opportunity Survey of Active-Duty Members include SRED1 (educational attainment), SRRACEA-E (race/ethnicity), SRHISPA1 (Hispanic ethnicity). Examples of common operational variables are COMMENTFLG (indicates whether the respondent entered an end of survey comment) and DARVDATE (date the survey was completed)

Nonstandard survey response variables. Survey item variables are named according to the following conventions (illustrated for the 2005 Workplace and Equal Opportunity Survey of Active-Duty Members):

- The first and second positions of the variable name are "EA"
- The third, fourth, and fifth positions are the survey item numbers 001 through 099.
- Positions six and seven usually represent sub-items for multi-part survey items. The exceptions, skip pattern flags ("SK") and specify flags ("SP"), are explained later in the section Standard Flag Variables.

- The last position may be “U” (indicating that the values have not been edited to enforce skip pattern consistency) or “R” (indicating that the original values have been recoded).

Crossing (domain) variables. Survey response variables may be recoded to define crosstabulation categories for reports or analyses. In most cases, missing values are imputed from administrative records; in some cases values are masked to protect confidentiality. The first position of the variable name is “X”. See Appendix J for the SAS code that defines these variables.

Administrative Record Variables

When administrative record data are used unchanged in the analysis file, the original variable name, values, and value labels are retained. For example, CSERVICE identifies the member’s service in the analysis file exactly as it does in the Active Duty Master File (ADMF). Likewise, the variable name, values, and labels for PAYGRD appear in the analysis file exactly as they do in the Master File. Any change in the variable values or labels (e.g., collapsing) causes a change in the variable name.

Raw-Data Encoding Process

When a respondent completes an online survey, data are stored in an indexed file on the Web (data) server. This file is copied to the operations contractor’s internal network and the data are matched to the sample file, attaching each member’s survey responses to the sample record. Paper surveys are scanned using Intelligent Character Recognition (ICR) technology. If any documents cannot be scanned, they are batched separately and the data are key-entered. The data from the paper form are then merged with the Web data.

The data are then cleaned in an iterative multi-step process. First, values are assigned to valid responses (see Appendix D for the annotated form) and item nonresponse is coded (-9). Then the process creates flag variables for respondent-specified items; flags, validates, and codes skip pattern variables; codes the content of text entries.

The Web survey form’s “other specify” and open-ended comments are collected in a comment file and linked to the Web survey data by ticket number. The paper survey form “other specify” and open-ended comments are collected in a comment file and linked to the data by an identifier given to each survey as it is scanned. All text entries are cleaned and edited to remove identifying information and expletives. The long comment item at the end of the questionnaire is keyed in a separate process. The comments data are confidential and are not merged into the returns dataset.

The next sections discuss the assignment of missing value codes, the special treatment of data variables, and the editing of skip patterns in steps 3 and 4.

Value Coding and Formats

Datasets are prepared as SAS¹ system files. An OS or flat file version of the basic survey release file is then prepared from the SAS system file. This section describes how values are treated in creating the SAS system files and notes any differences in the flat file.

In the SAS system files, variables are declared as numeric unless they contain true alphabetic characters. Although numeric variables can take more storage space, many statistical and logical operations can be done only with variables that are declared as numeric. Values for alphabetic variables are input with \$CHARww. formats to preserve leading, embedded, and trailing blanks.

Missing Data Codes

The instructions used to assign missing data codes and other special codes are shown in Tables E-1 and E-2. The labels associated with each assigned value are shown in italicized text. These are the SAS format labels used in the SAS dataset.

- Table E-1 contains basic SAS and flat file missing data values.
- Table E-2 contains SAS and flat file missing data values for dates.

The values presented in Table E-1 are general missing data values that have been adopted in recent years for use on DMDC surveys. (Standards for date variables are in Table E-2.) Both tables have separate columns for values used for SAS system files and flat files. The biggest difference between the flat files and SAS system files is in the treatment of missing values. The flat file values differ from the SAS values because SAS implements special missing values and formats that may not be compatible with other statistical analysis software such as SPSS².

¹ SAS is a trademark of the SAS Institute, Inc.

² SPSS is a trademark of SPSS Inc.

Table E-1.
Basic SAS® and Flat Missing Data Values

SAS® File		Flat File		Description
Numeric	Alpha	Numeric	Alpha	
.	.	-9	.	<i>No response or missing skip</i>
.A	.A	-8	.A	<i>Multiple response error</i>
.O	.O	-7	.O	<i>Out-of-range</i>
.N	.N	-6	.N	<i>Not applicable or Valid skip</i>
.F	.F	-5	.F	<i>Variable not on survey form.</i> This value is reserved for multiple-form surveys
.I	.I	-4	.I	<i>Incomplete grid error</i>
.B	.B	-1	.B	<i>No survey returned.</i> Filler values for survey variables when either a blank survey is returned or no survey is returned. Control system variables retain assigned values.

Table E-2.
SAS® and Flat File Missing Data Values for Dates

SAS® File		Flat File		Description
Re-coded value	Value read from input	YYYYMMDD	MMYYYY	
.	-54908	18090901	SEP1809	<i>No response (invalid skip)</i>
.O	-55701	18070701	JUL1807	<i>Out-of-range error</i>
.N	-56096	18060601	JUN1806	<i>Not applicable (valid skip)</i>
.I	-56887	18040401	APR1804	<i>Incomplete grid error</i>
.B	-58073	18010101	JAN1801	<i>Blank/no survey.</i> Filler value for survey variables when either a blank survey is returned or no survey is returned. Control system variables retain assigned values.

Note: This conversion has already been done in DMDC SAS® files.

SAS can represent up to 27 missing data values for numeric variables as either a period or a period-letter combination. While SAS can read alpha characters representing missing data in a raw data field declared to be numeric, other programs such as SPSS do not accept these characters in numeric fields. Missing numeric data are represented in the flat files by negative numbers that can be declared as missing values. For example, a multiple response error in flat files is coded as a “-8”, which can be declared as a missing value when the data are input in SPSS—in the SAS file, the value “.A” is used to represent a multiple response error.

Data requirements of SUDAAN³ are also considered in coding. Primarily this means avoiding in coding the use of a zero, which has a special use for certain procedures in SUDAAN, for a variable that will be used as a categorical independent variable.

Many types of missing data are common to scanned surveys and are self explanatory. In general, missing data are coded as “-9” (SAS: .) for item nonresponse; multiple response errors are coded as “-8” (SAS: .A).⁴ Incomplete responses in grids that could not be resolved by visual inspection are coded as “-4” (SAS: I). Out-of-Range responses in grids (e.g., number of days or weeks in a year larger than 365 or 52, respectively) are coded as “-7” (SAS: .O). For a single item that contains a response alternative of “Not applicable”, a missing data code of “-6” (SAS: .N) is typically used. When multiple items can be affected by a skip pattern or when item(s) have multiple ways to be not applicable, other specific codes are used. This type of coding is discussed later in the section entitled “Skip Pattern Coding.”

Multiple survey forms or modes (e.g., paper and web) are sometimes used in a single effort, and the data from all the related forms combined into a single dataset for analysis. Questions may appear in one form or mode but not in another. In a combined dataset, a code of “-5” (SAS: .F) indicates missing data for variables not on the form completed by a respondent.

Records are included in the files for sampled members regardless of whether or not they returned a survey. If a member did not return a survey or returned a blank survey, every survey variable is assigned a value of “-1” (SAS: .B).

Standard Flag Variables

Skip pattern flags indicate whether one or more questions were or are not to be asked of respondents. For example, if respondents to this survey indicated on question 10 (EA010) that they do *not* currently have a spouse or significant other (Q10=60), then web respondents did not see question 17; spouse or significant other’s option on staying in active-duty service. EA017SK is a flag variable indicating whether question 17 (EA017) was answered consistently with the skip pattern. The skip flag is then used to remove incongruent responses from the paper form. Skip flags are useful for evaluating the effectiveness of the skip pattern and for screening out ambiguous response patterns during analysis.

Skip flags are set in the manner discussed in Table E-3; however, the specifics for each skip flag are detailed in the next section. Note that the value -9 (SAS: .) is used to represent

³ SUDAAN is a trademark of the Research Triangle Institute.

⁴ Multiple response errors can only occur for users of the paper form. Web instrument, through the use of radio buttons, does not allow multiple responses for one item.

missing data in flag variables in a slightly different way than they are used for standard survey variables.

Special Codes for Skip Patterns

Discrepancies in skip patterns are resolved during data editing. First, skip flags are created. The section Raw-Data Encoding Process introduced the general outline of the skip flags, but the specific flags for each skip pattern are specified in Table E-3.⁵ After the creation of all the skip flags, variables within the skip patterns are forward coded to make them consistent with the variables that start the skip patterns. To preserve all data, the variables within skip patterns are first copied to a set of confidential variables. The convention for naming these “raw” variables is to end the name with “U” for Unedited. Table E-3 specifies how to assign the special values to variables within the skip patterns. While Table E-3 is organized to show all the edits for a skip pattern, all skip flags are set prior to undertaking any forward coding. The remainder of this section describes the logic behind coding of skip patterns.

While an analyst can ignore discrepancies between a respondent’s answer on an item containing a conditional direction to skip items and answers to those items, it is generally better to resolve the discrepancies. Two ways of resolving the discrepancies can be termed backward and forward coding. Backward coding involves correcting the discrepancy by editing back from the skip pattern items to make the initial question conform. Forward coding involves correcting the discrepancy by editing forward from the initial question to make the skip pattern items conform. Data for this survey are forward coded with data on the starting question accepted as marked and data for the items within the skip pattern edited to be consistent with the starting question.

If a starting item is marked in such a way that the respondent should skip, items within the skip pattern have the not applicable value (.N) assigned regardless of what the respondent marked on the items within the skip pattern. These values differentiate items with data missing because the item should have been skipped from items where data are missing because the respondent should have answered them but did not.

⁵ Table E-3 also provides special coding notes for other non-obvious codings.

1. **EA017SK, EA017U. The following explains how to create the flag variable -- the codebook page should contain this information:**

"**EA017SK** is an indicator of whether **EA017** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((EA010 = 1 OR EA010 = 2) OR EA010 = 3) OR EA010 = 4) then **EA017SK** = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"**EA017U** = **EA017**, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

 If EA017SK = 1 then do;

 EA017 = .N;

 end;

 .N = (Not Applicable)

2. **EA021SK, EA021U. The following explains how to create the flag variable -- the codebook page should contain this information:**

"**EA021SK** is an indicator of whether **EA021** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If EA020 = 2 then **EA021SK** = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"**EA021U** = **EA021**, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

 If EA021SK = 1 then do;

 EA021 = .N;

 end;

 .N = (Not Applicable)

3. **EA031SK, EA031U. The following explains how to create the flag variable -- the codebook page should contain this information:**

"**EA031SK** is an indicator of whether **EA031** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If EA030 = 2 then **EA031SK** = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"**EA031U** = **EA031**, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

 If EA031SK = 1 then do;

 EA031 = .N;

 end;

 .N = (Not Applicable)

4. **EA048SPSK, EA048SPU. The following explains how to create the flag variable -- the codebook page should contain this information:**

"**EA048SPSK** is an indicator of whether **EA048SP** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If EA048 = 2 then **EA048SPSK** = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"**EA048SPU** = **EA048SP**, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

 If EA048SPSK = 1 then do;

 EA048SP = '.N';

 end;

 .N = (Not Applicable)

- "**EA049SK** is an indicator of whether **EA049** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

Here is how they are edited:

EA049 = .N;

.N = (Not Applicable)

6. **EA050SK, EA050U.** The following explains how to create the flag variable -- the codebook page should contain this information:

"**EA050SK** is an indicator of whether **EA050** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If

(((((EA045A > 1 OR EA045B > 1) OR EA045C > 1) OR EA045D > 1) OR EA045E > 1) OR EA045F > 1) OR EA045G > 1) OR EA045H > 1) OR EA045I > 1) OR EA045J > 1) OR EA045K > 1) OR EA045L > 1) OR EA045M > 1) OR EA045N > 1) OR EA045O > 1) OR EA046A > 1) OR EA046B > 1) OR EA046C > 1) OR EA046D > 1) OR EA046E > 1) OR EA046F > 1) OR EA046G > 1) OR EA046H > 1) OR EA046I > 1) OR EA046J > 1) OR EA046K > 1) OR EA046L > 1) OR EA046M > 1) OR EA046N > 1) OR EA046O > 1) OR EA047A = 1) OR EA047A = 2) OR EA047B = 1) OR EA047B = 2) OR EA047C = 1) OR EA047C = 2) OR EA047D = 1) OR EA047D = 2) OR EA047E = 1) OR EA047E = 2) OR EA047F = 1) OR EA047F = 2) OR EA047G = 1) OR EA047G = 2) OR EA047H = 1) OR EA047H = 2) OR EA047I = 1) OR EA047I = 2) OR EA047J = 1) OR EA047J = 2) OR EA047K = 1) OR EA047K = 2) OR EA047L = 1) OR EA047L = 2) OR EA047M = 1) OR EA047M = 2) OR EA047N = 1) OR EA047N = 2) OR EA047O = 1) OR EA047O = 2) OR EA047P = 1) OR EA047P = 2) OR EA047Q = 1) OR EA047Q = 2) OR EA047R = 1) OR EA047R = 2) OR EA047S = 1) OR EA047S = 2) OR EA047T = 1) OR EA047T = 2) OR EA047U = 1) OR EA047U = 2) OR EA047V = 1) OR EA047V = 2) OR EA047W = 1) OR EA047W = 2) OR EA047X = 1) OR EA047X = 2) OR EA047Y = 1) OR EA047Y = 2) OR EA047Z = 1) OR EA047Z = 2) OR EA048 = 2) AND ((EA049 = 1 OR EA049 = 2) OR EA049 = 3)) then **EA050SK** = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"**EA050U** = **EA050**, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

If EA050SK = 1 then do;

EA050 = .N;

end;

.N = (Not Applicable)

- "EA051SK** is an indicator of whether **EA051A, EA051B, EA051C, EA051D, EA051E, EA051F, EA051G, EA051H, EA051I, EA051J, EA051K, EA052, EA053A, EA053B, EA053C, EA053D, EA053E, EA054, EA055A, EA055B, EA055C, EA055D, EA055E, EA055F, EA055G, EA056** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

Here is how they are edited:

EA051A = .N;	EA051B = .N;	EA051C = .N;	EA051D = .N;
EA051E = .N;	EA051F = .N;	EA051G = .N;	EA051H = .N;
EA051I = .N;	EA051J = .N;	EA051K = .N;	EA052 = .N;
EA053A = .N;	EA053B = .N;	EA053C = .N;	EA053D = .N;
EA053E = .N;	EA054 = .N;	EA055A = .N;	EA055B = .N;
EA055C = .N;	EA055D = .N;	EA055E = .N;	EA055F = .N;
EA055G = .N;	EA056 = .N;		

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8. **EA057SK, EA057U, EA058U, EA059AU, EA059BU, EA059CU, EA059DU, EA059EU, EA059FU, EA060AU, EA060BU, EA060CU, EA060DU, EA060EU, EA060FU, EA060GU, EA060HU, EA060IU.** The following explains how to create the flag variable -- the codebook page should contain this information:

"EA057SK is an indicator of whether EA057, EA058, EA059A, EA059B, EA059C, EA059D, EA059E, EA059F, EA060A, EA060B, EA060C, EA060D, EA060E, EA060F, EA060G, EA060H, EA060I were or were not to be asked of a respondent and its initial value is 1 (Not asked). If
 (((EA045A > 1 OR EA045B > 1)
 OR EA045C > 1) OR EA045D > 1) OR EA045E > 1) OR EA045F > 1) OR EA045G > 1) OR
 EA045H > 1) OR EA045I > 1) OR EA045J > 1) OR EA045K > 1) OR EA045L > 1) OR EA045M >
 1) OR EA045N > 1) OR EA045O > 1) OR EA046A > 1) OR EA046B > 1) OR EA046C > 1) OR
 EA046D > 1) OR EA046E > 1) OR EA046F > 1) OR EA046G > 1) OR EA046H > 1) OR EA046I >
 1) OR EA046J > 1) OR EA046K > 1) OR EA046L > 1) OR EA046M > 1) OR EA046N > 1) OR
 EA046O > 1) OR EA047A = 1) OR EA047A = 2) OR EA047B = 1) OR EA047B = 2) OR EA047C =
 1) OR EA047C = 2) OR EA047D = 1) OR EA047D = 2) OR EA047E = 1) OR EA047E = 2) OR
 EA047F = 1) OR EA047F = 2) OR EA047G = 1) OR EA047G = 2) OR EA047H = 1) OR EA047H =
 2) OR EA047I = 1) OR EA047I = 2) OR EA047J = 1) OR EA047J = 2) OR EA047K = 1) OR
 EA047K = 2) OR EA047L = 1) OR EA047L = 2) OR EA047M = 1) OR EA047M = 2) OR EA047N =
 1) OR EA047N = 2) OR EA047O = 1) OR EA047O = 2) OR EA047P = 1) OR EA047P = 2) OR
 EA047Q = 1) OR EA047Q = 2) OR EA047R = 1) OR EA047R = 2) OR EA047S = 1) OR EA047S =
 2) OR EA047T = 1) OR EA047T = 2) OR EA047U = 1) OR EA047U = 2) OR EA047V = 1) OR
 EA047V = 2) OR EA047W = 1) OR EA047W = 2) OR EA047X = 1) OR EA047X = 2) OR EA047Y
 = 1) OR EA047Y = 2) OR EA047Z = 1) OR EA047Z = 2) OR EA048 = 2) AND EA056 = 2) then
EA057SK = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"EA057U = EA057, EA058U = EA058, EA059AU = EA059A, EA059BU = EA059B, EA059CU = EA059C, EA059DU = EA059D, EA059EU = EA059E, EA059FU = EA059F, EA060AU = EA060A, EA060BU = EA060B, EA060CU = EA060C, EA060DU = EA060D, EA060EU = EA060E, EA060FU = EA060F, EA060GU = EA060G, EA060HU = EA060H, EA060IU = EA060I, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

If EA057SK = 1 then do;

EA057 = .N;	EA058 = .N;	EA059A = .N;	EA059B = .N;
EA059C = .N;	EA059D = .N;	EA059E = .N;	EA059F = .N;
EA060A = .N;	EA060B = .N;	EA060C = .N;	EA060D = .N;
EA060E = .N;	EA060F = .N;	EA060G = .N;	EA060H = .N;
EA060I = .N;			

end;

.N = (Not Applicable)

- "**EA061SK** is an indicator of whether **EA061, EA062, EA063A, EA063B, EA063C, EA063D, EA063E, EA063F, EA063G, EA063H, EA063I, EA063J, EA063K, EA064, EA065, EA066** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If
 (((EA045A > 1 OR EA045B > 1)
 OR EA045C > 1) OR EA045D > 1) OR EA045E > 1) OR EA045F > 1) OR EA045G > 1) OR
 EA045H > 1) OR EA045I > 1) OR EA045J > 1) OR EA045K > 1) OR EA045L > 1) OR EA045M >
 1) OR EA045N > 1) OR EA045O > 1) OR EA046A > 1) OR EA046B > 1) OR EA046C > 1) OR
 EA046D > 1) OR EA046E > 1) OR EA046F > 1) OR EA046G > 1) OR EA046H > 1) OR EA046I >
 1) OR EA046J > 1) OR EA046K > 1) OR EA046L > 1) OR EA046M > 1) OR EA046N > 1) OR
 EA046O > 1) OR EA047A = 1) OR EA047A = 2) OR EA047B = 1) OR EA047B = 2) OR EA047C =
 1) OR EA047C = 2) OR EA047D = 1) OR EA047D = 2) OR EA047E = 1) OR EA047E = 2) OR
 EA047F = 1) OR EA047F = 2) OR EA047G = 1) OR EA047G = 2) OR EA047H = 1) OR EA047H =
 2) OR EA047I = 1) OR EA047I = 2) OR EA047J = 1) OR EA047J = 2) OR EA047K = 1) OR
 EA047K = 2) OR EA047L = 1) OR EA047L = 2) OR EA047M = 1) OR EA047M = 2) OR EA047N =
 1) OR EA047N = 2) OR EA047O = 1) OR EA047O = 2) OR EA047P = 1) OR EA047P = 2) OR
 EA047Q = 1) OR EA047Q = 2) OR EA047R = 1) OR EA047R = 2) OR EA047S = 1) OR EA047S =
 2) OR EA047T = 1) OR EA047T = 2) OR EA047U = 1) OR EA047U = 2) OR EA047V = 1) OR
 EA047V = 2) OR EA047W = 1) OR EA047W = 2) OR EA047X = 1) OR EA047X = 2) OR EA047Y
 = 1) OR EA047Y = 2) OR EA047Z = 1) OR EA047Z = 2) OR EA048 = 2) then **EA061SK** = 2
 (Asked)."

"EA061U = EA061, EA062U = EA062, EA063AU = EA063A, EA063BU = EA063B, EA063CU = EA063C, EA063DU = EA063D, EA063EU = EA063E, EA063FU = EA063F, EA063GU = EA063G, EA063HU = EA063H, EA063IU = EA063I, EA063JU = EA063J, EA063KU = EA063K, EA064U = EA064, EA065U = EA065, EA066U = EA066, but are unedited for forward coding of non-applicable or missing response values."

```

If EA061SK = 1 then do;
    EA061 = .N;      EA062 = .N;      EA063A = .N;      EA063B = .N;
    EA063C = .N;      EA063D = .N;      EA063E = .N;      EA063F = .N;
    EA063G = .N;      EA063H = .N;      EA063I = .N;      EA063J = .N;
    EA063K = .N;      EA064 = .N;      EA065 = .N;      EA066 = .N;
end;

```

E-13

- "EA067SK is an indicator of whether EA067A, EA067B, EA067C, EA067D, EA067E, EA067F, EA068A, EA068B, EA068C, EA068D, EA068E, EA068F, EA068G, EA068H, EA068I, EA068J, EA069A, EA069B, EA069C, EA069D, EA069E, EA069F, EA069G, EA070, EA071 were or were not to be asked of a respondent and its initial value is 1 (Not asked). If

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

Here is how they are edited:

EA067A = .N;	EA067B = .N;	EA067C = .N;	EA067D = .N;
EA067E = .N;	EA067F = .N;	EA068A = .N;	EA068B = .N;
EA068C = .N;	EA068D = .N;	EA068E = .N;	EA068F = .N;
EA068G = .N;	EA068H = .N;	EA068I = .N;	EA068J = .N;
EA069A = .N;	EA069B = .N;	EA069C = .N;	EA069D = .N;
EA069E = .N;	EA069F = .N;	EA069G = .N;	EA070 = .N;
EA071 = .N;			

E-14

- "EA072SK is an indicator of whether EA072A, EA072B, EA072C, EA072D, EA072E, EA073 were or were not to be asked of a respondent and its initial value is 1 (Not asked). If
((EA045A > 1 OR EA045B > 1)
OR EA045C > 1) OR EA045D > 1) OR EA045E > 1) OR EA045F > 1) OR EA045G > 1) OR
EA045H > 1) OR EA045I > 1) OR EA045J > 1) OR EA045K > 1) OR EA045L > 1) OR EA045M >
1) OR EA045N > 1) OR EA045O > 1) OR EA046A > 1) OR EA046B > 1) OR EA046C > 1) OR
EA046D > 1) OR EA046E > 1) OR EA046F > 1) OR EA046G > 1) OR EA046H > 1) OR EA046I >
1) OR EA046J > 1) OR EA046K > 1) OR EA046L > 1) OR EA046M > 1) OR EA046N > 1) OR
EA046O > 1) OR EA047A = 1) OR EA047A = 2) OR EA047B = 1) OR EA047B = 2) OR EA047C =
1) OR EA047C = 2) OR EA047D = 1) OR EA047D = 2) OR EA047E = 1) OR EA047E = 2) OR
EA047F = 1) OR EA047F = 2) OR EA047G = 1) OR EA047G = 2) OR EA047H = 1) OR EA047H =
2) OR EA047I = 1) OR EA047I = 2) OR EA047J = 1) OR EA047J = 2) OR EA047K = 1) OR
EA047K = 2) OR EA047L = 1) OR EA047L = 2) OR EA047M = 1) OR EA047M = 2) OR EA047N =
1) OR EA047N = 2) OR EA047O = 1) OR EA047O = 2) OR EA047P = 1) OR EA047P = 2) OR
EA047Q = 1) OR EA047Q = 2) OR EA047R = 1) OR EA047R = 2) OR EA047S = 1) OR EA047S =
2) OR EA047T = 1) OR EA047T = 2) OR EA047U = 1) OR EA047U = 2) OR EA047V = 1) OR
EA047V = 2) OR EA047W = 1) OR EA047W = 2) OR EA047X = 1) OR EA047X = 2) OR EA047Y
= 1) OR EA047Y = 2) OR EA047Z = 1) OR EA047Z = 2) OR EA048 = 2) AND (EA066 = 2 OR
EA066 = 3)) AND ((EA071 = 1 OR EA071 = 2) OR EA071 = 3)) then EA072SK = 2 (Asked)."

"EA072AU = EA072A, EA072BU = EA072B, EA072CU = EA072C, EA072DU = EA072D, EA072EU = EA072E, EA073U = EA073, but are unedited for forward coding of non-applicable or missing response values."

```

If EA072SK = 1 then do;
    EA072A = .N;    EA072B = .N;    EA072C = .N;    EA072D = .N;
    EA072E = .N;    EA073 = .N;
end;

```

E-15

"**EA074SK** is an indicator of whether **EA074** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

Here is how they are edited:

EA074 = .N;

.N = (Not Applicable)

- "EA076SK** is an indicator of whether **EA076A, EA076B, EA076C, EA076D, EA076E, EA076F, EA076G, EA077** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((EA045A > 1 OR EA045B > 1) OR EA045C > 1) OR EA045D > 1) OR EA045E > 1) OR EA045F > 1) OR EA045G > 1) OR EA045H > 1) OR EA045I > 1) OR EA045J > 1) OR EA045K > 1) OR EA045L > 1) OR EA045M > 1) OR EA045N > 1) OR EA045O > 1) OR EA046A > 1) OR EA046B > 1) OR EA046C > 1) OR EA046D > 1) OR EA046E > 1) OR EA046F > 1) OR EA046G > 1) OR EA046H > 1) OR EA046I > 1) OR EA046J > 1) OR EA046K > 1) OR EA046L > 1) OR EA046M > 1) OR EA046N > 1) OR EA046O > 1) OR EA047A = 1) OR EA047A = 2) OR EA047B = 1) OR EA047B = 2) OR EA047C = 1) OR EA047C = 2) OR EA047D = 1) OR EA047D = 2) OR EA047E = 1) OR EA047E = 2) OR EA047F = 1) OR EA047F = 2) OR EA047G = 1) OR EA047G = 2) OR EA047H = 1) OR EA047H = 2) OR EA047I = 1) OR EA047I = 2) OR EA047J = 1) OR EA047J = 2) OR EA047K = 1) OR EA047K = 2) OR EA047L = 1) OR EA047L = 2) OR EA047M = 1) OR EA047M = 2) OR EA047N = 1) OR EA047N = 2) OR EA047O = 1) OR EA047O = 2) OR EA047P = 1) OR EA047P = 2) OR EA047Q = 1) OR EA047Q = 2) OR EA047R = 1) OR EA047R = 2) OR EA047S = 1) OR EA047S = 2) OR EA047T = 1) OR EA047T = 2) OR EA047U = 1) OR EA047U = 2) OR EA047V = 1) OR EA047V = 2) OR EA047W = 1) OR EA047W = 2) OR EA047X = 1) OR EA047X = 2) OR EA047Y = 1) OR EA047Y = 2) OR EA047Z = 1) OR EA047Z = 2) OR EA048 = 2) then **EA076SK** = 2 (Asked)."

"EA076AU = EA076A, EA076BU = EA076B, EA076CU = EA076C, EA076DU = EA076D, EA076EU = EA076E, EA076FU = EA076F, EA076GU = EA076G, EA077U = EA077, but are unedited for forward coding of non-applicable or missing response values."
Here is how they are edited:

EA076A = .N; EA076B = .N; EA076C = .N; EA076D = .N;
EA076E = .N; EA076F = .N; EA076G = .N; EA077 = .N;

.N = (Not Applicable)

15. **EA088SK, EA088U, EA089AU, EA089BU, EA089CU, EA089DU, EA089EU, EA089FU, EA089GU, EA089HU, EA089IU, EA089JU, EA090U.** The following explains how to create the flag variable -- the codebook page should contain this information:

"EA088SK is an indicator of whether EA088, EA089A, EA089B, EA089C, EA089D, EA089E, EA089F, EA089G, EA089H, EA089I, EA089J, EA090 were or were not to be asked of a respondent and its initial value is 1 (Not asked). If EA087 = 2 then EA088SK = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"EA088U = EA088, EA089AU = EA089A, EA089BU = EA089B, EA089CU = EA089C, EA089DU = EA089D, EA089EU = EA089E, EA089FU = EA089F, EA089GU = EA089G, EA089HU = EA089H, EA089IU = EA089I, EA089JU = EA089J, EA090U = EA090, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

If EA088SK = 1 then do;

EA088 = .N;	EA089A = .N;	EA089B = .N;	EA089C = .N;
EA089D = .N;	EA089E = .N;	EA089F = .N;	EA089G = .N;
EA089H = .N;	EA089I = .N;	EA089J = .N;	EA090 = .N;

end;

.N = (Not Applicable)

16. **EA097SK, EA097U, EA098U, EA099AU, EA099BU, EA099CU, EA099DU, EA099EU, EA099FU, EA099GU.** The following explains how to create the flag variable -- the codebook page should contain this information:

"EA097SK is an indicator of whether EA097, EA098, EA099A, EA099B, EA099C, EA099D, EA099E, EA099F, EA099G were or were not to be asked of a respondent and its initial value is 1 (Not asked). If EA019 >= 5 then EA097SK = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"EA097U = EA097, EA098U = EA098, EA099AU = EA099A, EA099BU = EA099B, EA099CU = EA099C, EA099DU = EA099D, EA099EU = EA099E, EA099FU = EA099F, EA099GU = EA099G, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

If EA097SK = 1 then do;

EA097 = .N;	EA098 = .N;	EA099A = .N;	EA099B = .N;
EA099C = .N;	EA099D = .N;	EA099E = .N;	EA099F = .N;
EA099G = .N;			

end;

.N = (Not Applicable)

17. **SRDULOC1SK, SRDULOC1U. The following explains how to create the flag variable -- the codebook page should contain this information:**

"**SRDULOC1SK** is an indicator of whether **SRDULOC1** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If **SRDULOC** = 1 then **SRDULOC1SK** = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"**SRDULOC1U** = **SRDULOC1**, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

```
If SRDULOC1SK = 1 then do;
    SRDULOC1 = .N;
end;

.N = (Not Applicable)
```

18. **SRHISPASSK, SRHISPASU, SRRACEASU, SRRACEBSU, SRRACECSU, SRRACEDSU, SRRACEESU. The following explains how to create the flag variable -- the codebook page should contain this information:**

"**SRHISPASSK** is an indicator of whether **SRHISPAS**, **SRRACEAS**, **SRRACEBS**, **SRRACECS**, **SRRACEDS**, **SRRACEES** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((EA010 = 1 OR EA010 = 2) OR EA010 = 3) OR EA010 = 4) then **SRHISPASSK** = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"**SRHISPASU** = **SRHISPAS**, **SRRACEASU** = **SRRACEAS**, **SRRACEBSU** = **SRRACEBS**, **SRRACECSU** = **SRRACECS**, **SRRACEDSU** = **SRRACEDS**, **SRRACEESU** = **SRRACEES**, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

```
If SRHISPASSK = 1 then do;
    SRHISPAS = .N;    SRRACEAS = .N;    SRRACEBS = .N;    SRRACECS = .N;
    SRRACEDS = .N;    SRRACEES = .N;
end;

.N = (Not Applicable)
```


19. **SRRACEA—SRRACEE, SRRETH1**

The codebook pages for SRRACEA—SRRACEE should note:

“These items are consistent with the ‘1997 Standards for Maintaining, Collecting, and Presenting Federal Data on Race and Ethnicity’ and the 2000 Decennial Census.”

SRRACEA—SRRACEE are codes as “Mark all that apply” items, where 1=Not marked and 2=Marked. SRRACEA indicates whether the “White” response category was marked, SRRACEB indicates whether the “Black or African-American” response category was marked, SRRACEC indicates whether “American Indian or Alaskan Native” was marked, SRRACED indicates whether “Asian” was marked, SRRACEE indicates whether “Native Hawaiian or other Pacific Islander” was marked, and SRRACEF indicates whether “Some other race” was marked. If none are marked, then all of SRRACEA—SRRACEE are assigned –9 (missing).

SRRETH1 implements the October 1997 standards for reporting Federal data on race and ethnicity. The codebook page for SRRETH1 should note:

“These racial/ethnic categories are consistent with the 1997 standards for maintaining, collecting, and presenting federal data on race and ethnicity.”

SRRETH1 groups responses to SRRACEA-SRRACEF into racial/ethnic categories including multi-racial combinations. The categories are broken down by whether the respondent indicates Hispanic descent (from variable SRHISPA1). Each description in the “RACIAL CATEGORY” column of the chart is preceded by an H for “Hispanic” if the respondent has a value of 2 for SRHISPA1, and by a NH for “Non-Hispanic” if SRHISPA1 has a value of 1. The columns to the right of the descriptions show the Hispanic and race /ethnicity codes matching each description. The coding for SRRETH1 follows the coding provided in the chart. For example, Hispanic single-race respondents who mark only one of the SRRACEA-SRRACEF are assigned the corresponding code (1-5) from the racial/ethnic categories. Hispanics selecting more than one race are coded 7. Non-Hispanics reporting no race code are coded as missing (-9). The “Unassigned categories (coded as 6 and 14), are not populated in this survey, but are used when the additional response option of “Other” for race/ethnicity are included in the question. The categories for Non-Hispanics are similar, except that some racial combinations form their own categories (codes 15-18). The remaining combinations reported by Non-Hispanics are coded as 19.

CODE	RACIAL CATEGORY (SRRETH1)	SR- HISPA1	SR- RACEA	SR- RACEB	SR- RACEC	SR- RACED	SR- RACEE	SR- RACEF
1	H American Indian or Alaska Native	2	1	1	2	1	1	1
2	H Asian	2	1	1	1	2	1	1
3	H Black or African American	2	1	2	1	1	1	1
4	H Native Hawaiian or Other Pacific Islander	2	1	1	1	1	2	1
5	H White	2	2	1	1	1	1	1
6	H Some other race	2	1	1	1	1	1	2
7	Hispanic/Latino reporting more than one race	2	(Any combination of more than one 2 in SRRACEA-F)					
8	H Unknown race	2	-9	-9	-9	-9	-9	-9
9	NH American Indian or Alaska Native	1	1	1	2	1	1	1
10	NH Asian	1	1	1	1	2	1	1
11	NH Black or African American	1	1	2	1	1	1	1
12	NH Native Hawaiian or Other Pacific Islander	1	1	1	1	1	2	1
13	NH White	1	2	1	1	1	1	1
14	NH Some other race	1	1	1	1	1	1	2
15	NH American Indian or Alaska Native & White	1	2	1	2	1	1	1
16	NH Asian & White	1	2	1	1	2	1	1
17	NH Black or African American & White	1	2	2	1	1	1	1
18	NH American Indian or Alaska Native & Black or African American	1	1	2	2	1	1	1
19	NH Balance of individuals reporting more than one race	1	(Any other combination of more than one 2 in SRRACEA-F)					

Appendix F

Alphabetical Variable List for the Survey Analysis Files

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ADJ1W0*		FS Unk Elig NonResponse Adj Weight	1194
ADJ2F0*		FS Elig NonResponse Adj Factor	1195
ADJ2W0*		FS Elig NonResponse Adj Weight	1196
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* Confidential Variable

WEOA2005 Workplace & Equal Opportunity Survey
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CSERVICE*		Constructed Service	1121
CSEX*		Person Sex Code	1122
CWORKSAT*		Cowrkr Sat Scale	706
CYOS*		Constructed Years of Service	1123
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DDODOCC*		Duty DoD Occupation Code	1124
DEER0410*		DEERS Match Flag	1125
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SMPTVSTR*		Taylor's Series Achieved Smp Size In Var	1432
SRBAH	27.	[27---] Self Rpt-Duty Station	25
SRBAHR*		Recode Self Rpt-Duty Station	1005
SRDULOC	26.	[26---] Permanent Duty Location	24
SRDULOC1*		[26spo] Specify-Duty Loc in states/terr	405-406
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SRGRADER*		Recode Paygrade	1007
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SRHISPA1U*		[5---] Ethnicity-Uned	542
SRHISPAS	11.	[11---] Spouse Ethnicity	3
SRHISPASSK*		[10---] Spouse Ethnicity -Skip	388
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SRRACBSR*		Recode Spouse Race Black	1010
SRRACCSR*		Recode Spouse Race Am Ind/Al Nat	1011
SRRACDSR*		Recode Spouse Race Asian	1012

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SRRACE2*		Race of Spouse	1015
SRRACE3*		Race of Immediate Supervisor	1016
SRRACE4*		Race of Immediate Supervisor	1017
SRRACEA*	6a.	[6a] Race-White	377
SRRACEAR		Recode Race White	358
SRRACEAS*	12a.	[12a] Spouse Race-White	382
SRRACEASU*		SRRACEASU-Uned	549
SRRACEAU*		SRRACEAU-Uned	543
SRRACEB*	6b.	[6b] Race-Black	378
SRRACEBR		Recode Race Black	359
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SRRACEBU*		SRRACEBU-Uned	544
SRRACEC*	6c.	[6c] Race-Am Ind/Alaska Native	379
SRRACECR		Recode Race Am Ind/Al Nat	360
SRRACECS*	12c.	[12c] Spouse Race-Am Ind/Alaska Native	384
SRRACECSU*		SRRACECSU-Uned	551
SRRACECU*		SRRACECU-Uned	545
SRRACED*	6d.	[6d] Race-Asian	380
SRRACEDR		Recode Race Asian	361
SRRACEDS*	12d.	[12d] Spuse Rpt Race-Asian	385
SRRACEDSU*		SRRACEDSU-Uned	552
SRRACEDU*		SRRACEDU-Uned	546
SRRACEE*	6e.	[6e] Race-Nat Hawaiian/OPI	381
SRRACEER		Recode Race Nat Hawaiian/Pac Isl	362
SRRACEES*	12e.	[12e] Spouse Race-Nat Hawaiian/OPI	386
SRRACEESU*		SRRACEESU-Uned	553
SRRACEEU*		SRRACEEU-Uned	547
SRRACEM*		Marked more than one race	1018
SRRACEMR		Recode Race Marked More Than One	363
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SRRACESR*		Recode Spouse Race Nat Hawaiian/Pac	1020
SRRACMSR*		Recode Spse Race Mrkd More One	1021
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VHABASI*		Variable Housing Allowance Basis ID I	1190
VHABASII*		Variable Housing Allowance Basis ID II	1191
WBTICKNO*		Web survey access code	1094
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WORKSAT*		Wrk Sat Scale	1028
WSATSCAL*		Var used to create WORKSAT	1029
XDEPLOY*		Dep 30 + in 12 months	1030
XDEPRET6*		XDEPRET6	1031
XDEPRET7*		XDEPRET7	1032
XDOD*		Imputed DoD and Coast Guard	1033
XDODRET2*		Imputed XRETH2 by XDOD	1034
XDODRET7*		Imputed XRETH7 by XDOD	1035
XDORT6PI*		Imputed XRETH6PI by XDOD	1036
XP2RT6PI*		Imputed XRETH6PI by XPAY2	1037
XP5RT6PI*		Imputed XRETH6PI by XPAY5	1038
XPAY*		Imputed Pay	1039
XPAY2*		Imputed Pay 2 Levels	1040
XPAY5*		Recode Imputed Pay 5 Levels	1041
XPAY5R*		Recode Imputed Pay 5 Levels	1042
XPAYF*		Imputed Pay Flag	1043
XPY2RET2*		Imputed XRETH2 by XPAY2	1044
XPY2RET7*		Imputed XRETH7 by XPAY2	1045
XPY5RET2*		Imputed XRETH2 by XPAY5	1046
XPY5RET7*		Imputed XRETH7 by XPAY5	1047
XRETH2*		Recode Imputed Race 2 Levels	1048
XRETH2PI*		Race 2L--NH Asian/HPI vs. All other	1049
XRETH4*		Recode Imputed 4 level Race/Ethnicity	1050
XRETH6*		Recode Imputed Race 6 Levels	1051
XRETH6PI*		Recode Imputed Race 6 Levels A/PI	1052
XRETH7*		Recode Imputed Race 7 Levels	1053
XRETH7PW*		Recode Imputed Race 7 Levels	1054
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XSEX*		Imputed Sex	1056
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XSPRETH2*		Supervisor Race/Ethnicity	1059
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XSVC2*		Recode Imputed Service	1061
XSVCF*		Imputed Service Flag	1062
XSVRET2*		Imputed XRETH2 by XSVC	1063
XSVRET7*		Imputed XRETH7 by XSVC	1064-1065
XSVRT6PI*		Imputed XRETH6PI by XSVC	1066
XSXRT6PI*		Imputed XRETH6PI by XSEX	1067
TOTAL		Taylor's Series Variance Stratum	367

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Appendix G

Positional Variable List for the Survey Analysis Files

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SRED1	8.	[8---] Education	1
SRMARST	9.	[9---] Marital status	2
SRHISPAS	11.	[11---] Spouse Ethnicity	3
DEPDNTS	13.	[13---] Children	4
EA023	23.	[23---] Your race/eth odd in workplace	5
EA024	24.	[24---] Overall Satisfaction w/ mil life	6
EA025A	25a.	[25a] Enjoy serving in mil	7
EA025B	25b.	[25b] Mil consistent w/personal goal	8
EA025C	25c.	[25c] Leave starting over	9
EA025D	25d.	[25d] Feel guilty	10
EA025E	25e.	[25e] General happy w/ mil life	11
EA025F	25f.	[25f] Leave mil benefits	12
EA025G	25g.	[25g] Sense of obligation	13
EA025H	25h.	[25h] Match mil values	14
EA025I	25i.	[25i] Finding job outside mil	15
EA025J	25j.	[25j] Proud to be in mil	16
EA025K	25k.	[25k] Let country down	17
EA025L	25l.	[25l] Considerable sacrifice	18
EA025M	25m.	[25m] Help achieve life wants	19
EA025N	25n.	[25n] Lack alternaitives	20
EA025O	25o.	[25o] Committed to mil career	21
EA025P	25p.	[25p] Eval system	22
EA025Q	25q.	[25q] Proud to tell in military	23
SRDULOC	26.	[26---] Permanent Duty Location	24
SRBAH	27.	[27---] Self Rpt-Duty Station	25
EA030	30.	[30---] Deployed to combat zone since 9/	26
EA032	32.	[32---] Are U currently dep 30 days or m	27
EA034A	34a.	[34a] Supervisor Race-White	28
EA034B	34b.	[34b] Supervisor Race-Black	29
EA034C	34c.	[34c] Supervisor Race-Am Indian	30
EA034D	34d.	[34d] Supervisor Race-Asian	31
EA034E	34e.	[34e] Supervisor Natv Hwaiian	32
EA034F	34f.	[34f] Supervisor Hispanic	33
EA035A	35a.	[35a] Trust supervisor	34
EA035B	35b.	[35b] Supervisor treats fairly	35
EA035C	35c.	[35c] Conflict with supervisor	36
EA035D	35d.	[35d] Supervisor evaluates you fairly	37
EA035E	35e.	[35e] Supervisor assigns work fairly	38
EA035F	35f.	[35f] Satisfied with supervision	39
EA037A	37a.	[37a] Little conflict w/ coworkers	40
EA037B	37b.	[37b] Coworkers put in effort	41
EA037C	37c.	[37c] Workgroup gets along	42
EA037D	37d.	[37d] Workgroup helps each other	43
EA037E	37e.	[37e] Satisfied with coworker relations	44
EA037F	37f.	[37f] Satisfied with coworker effort	45
EA038A	38a.	[38a] Know what expected at wrk	46
EA038B	38b.	[38b] Have right equipment at wrk	47
EA038C	38c.	[38c] Chance to do best at wrk	48
EA038D	38d.	[38d] Recvd praise in last 7 days	49
EA038E	38e.	[38e] Supervisor cares about me	50
EA038F	38f.	[38f] Someone helps me develop at wrk	51
EA038G	38g.	[38g] My opinion count at wrk	52
EA038H	38h.	[38h] My NG/R job is important	53
EA038I	38i.	[38i] Coworkers committed to quality	54
EA038J	38j.	[38j] Have best friend at wrk	55

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EA038L	38l.	[38l] Chance to learn at wrk	57
EA038M	38m.	[38m] Promotions based on wrk only	58
EA038N	38n.	[38n] Supervisor makes all feel included	59
EA038O	38o.	[38o] Trust supervisor w/ equal treatmen	60
EA038P	38p.	[38p] Employees kept informed	61
EA039A	39a.	[39a] Mil work gives u sense of pride	62
EA039B	39b.	[39b] Mil work uses your skills	63
EA039C	39c.	[39c] Like your mil work	64
EA039D	39d.	[39d] Mil job lets you gain skills	65
EA039E	39e.	[39e] Satisfied with job as a whole	66
EA040A	40a.	[40a] Wartime prepared-are U	67
EA040B	40b.	[40b] Wartime prepared-are unit	68
EA041A	41a.	[41a] Morale - your current level	69
EA041B	41b.	[41b] Morale - unit current level	70
EA042A	42a.	[42a] Unit-cares about each other	71
EA042B	42b.	[42b] Unit- works well as a team	72
EA042C	42c.	[42c] Unit-pull together to get job done	73
EA042D	42d.	[42d] Unit-trust each other	74
EA043A	43a.	[43a] Pst mnth been upset	75
EA043B	43b.	[43b] Pst mnth felt lack of control	76
EA043C	43c.	[43c] Pst mnth felt nervous	77
EA043D	43d.	[43d] Pst mnth can handle personal probs	78
EA043E	43e.	[43e] Pst mnth things going ur way	79
EA043F	43f.	[43f] Pst mnth couldn't cope	80
EA043G	43g.	[43g] Pst mnth able control irritations	81
EA043H	43h.	[43h] Pst mnth on top of things	82
EA043I	43i.	[43i] Pst mnth angry w/ uncntrll'd stuf	83
EA043J	43j.	[43j] Pst mnth felt not overcome prblms	84
EA044A	44a.	[44a] I am healthy as others	85
EA044B	44b.	[44b] I get sick easier than others	86
EA044C	44c.	[44c] I expect health to worsen	87
EA044D	44d.	[44d] My health is excellent	88
EA047A	47a.	[47a] Rated lower than deserved	89
EA047B	47b.	[47b] Eval contained unjustified comment	90
EA047C	47c.	[47c] Held to higher standard than other	91
EA047D	47d.	[47d] Did not get deserved award	92
EA047E	47e.	[47e] Current job has not used skill	93
EA047F	47f.	[47f] Unable to attend school needed	94
EA047G	47g.	[47g] Unable attend short course needed	95
EA047H	47h.	[47h] Received lower grades	96
EA047I	47i.	[47i] Did not get assign bc of test scor	97
EA047J	47j.	[47j] Assignment not good for career	98
EA047K	47k.	[47k] Did not receive ST tasks to advanc	99
EA047L	47l.	[47l] No prof relationship with mentor	100
EA047M	47m.	[47m] Didn't learn of opportunities	101
EA047N	47n.	[47n] Unable to get answers about promo	102
EA047O	47o.	[47o] Housing discrimination	103
EA047P	47p.	[47p] Discrimination in stores	104
EA047Q	47q.	[47q] Inappropriate medical care	105
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EA047S	47s.	[47s] Excluded by peers	107
EA047T	47t.	[47t] Civilian police harassment	108
EA047U	47u.	[47u] Military police harassment	109
EA047V	47v.	[47v] Taken to nonjudicial punishment	110

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EA047X	47x.	[47x] Fear of gang activity off base	112
EA047Y	47y.	[47y] Fear of something off base	113
EA047Z	47z.	[47z] Fear of gangs on base	114
EA048	48.	[48---] Other bad experiences	115
EA049	49.	[49---] Label behavior harassment	116
EA051A	51a.	[51a] One sit: DoD offensive encounters	117
EA051B	51b.	[51b] One sit: Civilian Offensive Encnte	118
EA051C	51c.	[51c] One sit: DoD Threat/Harm	119
EA051D	51d.	[51d] One sit: Civilian Threat/Harm	120
EA051E	51e.	[51e] One sit: Career/Assignment	121
EA051F	51f.	[51f] One sit: Evaluation	122
EA051G	51g.	[51g] One sit: Punishment	123
EA051H	51h.	[51h] One sit: Training/Test Scores	124
EA051I	51i.	[51i] One sit: Member/Family Services	125
EA051J	51j.	[51j] One sit: Member/Family Fears	126
EA051K	51k.	[51k] One sit: Other Membr/Fam Experienc	127
EA053A	53a.	[53a] Degree annoying	128
EA053B	53b.	[53b] Degree offensive	129
EA053C	53c.	[53c] Degree disturbing	130
EA053D	53d.	[53d] Degree threatening	131
EA053E	53e.	[53e] Degree disillusioning	132
EA054	54.	[54---] Who experienced one situation	133
EA056	56.	[56---] Do you know who did the behavior	134
EA057	57.	[57---] Number of offenders	135
EA058	58.	[58---] Gender of offender	136
EA059A	59a.	[59a] Offender race/eth - white	137
EA059B	59b.	[59b] Offender race/eth - black	138
EA059C	59c.	[59c] Offender race/eth - Am Indian/Alas	139
EA059D	59d.	[59d] Offender race/eth - Asian	140
EA059E	59e.	[59e] Offender race/eth - Hawaiian/Islnd	141
EA059F	59f.	[59f] Offender race/eth - Hispanic	142
EA061	61.	[61---] Frequency of behaviors	143
EA064	64.	[64---] Situation only involve civilians	144
EA069A	69a.	[69a] Sat w/ info on how to file	145
EA069B	69b.	[69b] Sat w/ info on how to follow-up	146
EA069C	69c.	[69c] Sat w/ treatment by pers handlng	147
EA069D	69d.	[69d] Sat w/ amount time to resolve	148
EA069E	69e.	[69e] Sat w/ how well kept informed	149
EA069F	69f.	[69f] Sat w/ degree privacy protect	150
EA069G	69g.	[69g] Sat w/ complaint process	151
EA070	70.	[70---] Report affect career	152
EA077	77.	[77---] Retaliation	153
EA078A	78a.	[78a] Effort to stop: senior leadership	154
EA078B	78b.	[78b] Effort to stop: instal/ship leader	155
EA078C	78c.	[78c] Effort to stop: immediate supervis	156
EA079	79.	[79---] Level of attention appropriate	157
EA080A	80a.	[80a] Wkgrp: report without fear	158
EA080B	80b.	[80b] Wkgrp: complaints taken seriously	159
EA080C	80c.	[80c] Wkgrp: getting away w/discrim/haras	160
EA080D	80d.	[80d] Wkgrp: policies publicized	161
EA080E	80e.	[80e] Wkgrp: complaint procedure pub	162
EA081	81.	[81---] Know how to report	163
EA082A	82a.	[82a] Ship: report without fear	164
EA082B	82b.	[82b] Ship: complaints taken seriously	165

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VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
EA082C	82c.	[82c] Ship: getting away w/discrim/harass	166
EA082D	82d.	[82d] Ship: policies publicized	167
EA082E	82e.	[82e] Ship: complaint procedure pub	168
EA082F	82f.	[82f] Ship: hotlines available	169
EA082G	82g.	[82g] Ship: free to anywhere at meals	170
EA082H	82h.	[82h] Ship: free to use gym	171
EA082I	82i.	[82i] Ship: racist groups problem	172
EA082J	82j.	[82j] Ship: hate crimes problem	173
EA082K	82k.	[82k] Ship: gang activities problem	174
EA082L	82l.	[82l] Ship: racist problem off base	175
EA082M	82m.	[82m] Ship: hate groups problem off base	176
EA083A	83a.	[83a] Uneasy around different race/ethnic	177
EA083B	83b.	[83b] Pressure to no social w race/ethni	178
EA083C	83c.	[83c] Comfort w other race/ethnicities	179
EA086A	86a.	[86a] Race relations in work group	180
EA086B	86b.	[86b] Race relations in installation/shi	181
EA086C	86c.	[86c] Race relations in Service	182
EA086D	86d.	[86d] Race relations in community	183
EA087	87.	[87---] Pst 12 mo: had EO training	184
EA089A	89a.	[89a] Train: understand which word/act bad	185
EA089B	89b.	[89b] Train: reduce cohesion in RC	186
EA089C	89c.	[89c] Train: identify offensive behavior	187
EA089D	89d.	[89d] Train: tool for dealing w/EO probs	188
EA089E	89e.	[89e] Train: explains how to report	189
EA089F	89f.	[89f] Train: feel safe to complain	190
EA089G	89g.	[89g] Train: cross-cultural awareness	191
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EA046C	46c.	[46c] Pst 12 mo: condescending to you	434
EA046D	46d.	[46d] Pst 12 mo: give racist material	435
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EA046H	46h.	[46h] Pst 12 mo: remark on appearance	439
EA046I	46i.	[46i] Pst 12 mo: not suited to work	440
EA046J	46j.	[46j] Pst 12 mo: offensive racial slurs	441
EA046K	46k.	[46k] Pst 12 mo: vandalism	442
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EA046O	46o.	[46o] Pst 12 mo: family bothered/hurt	446
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EA068B	68b.	[68b] Action tkn-cmplnt investigated	492
EA068C	68c.	[68c] Action tkn-informal resolution	493
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EA068F	68f.	[68f] Action tkn-complaint discounted	496
EA068G	68g.	[68g] Action tkn-supervisor was hostile	497
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EA075C	75c.	[75c] No report: felt uncomfortable	514
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EA075E	75e.	[75e] No report: nothing would be done	516
EA075F	75f.	[75f] No report: wouldn't be believed	517
EA075G	75g.	[75g] No report: too much time/effort	518
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EA075I	75i.	[75i] No report: mke wrk unpleasant	520
EA075J	75j.	[75j] No report: performance eval suffer	521
EA075K	75k.	[75k] No report: fear retal, offender	522
EA075L	75l.	[75l] No report: afraid retaliation, sup	523
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EA075N	75n.	[75n] No report: sit involvd civilians	525
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EA076D	76d.	[76d] Prob at wk: denied opp for trainin	530
EA076E	76e.	[76e] Prob at wk: unfair job evaluation	531
EA076F	76f.	[76f] Prob at wk: denied promotion	532
EA076G	76g.	[76g] Prob at wk: transfer to worse job	533
EA084A	84a.	[84a] Avoid assign bc race/eth on base	534
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EA097	97.	[97---] EO probs more freq in mil vs pas	541
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SRRACEBU		SRRACEBU-Uned	544
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EA051IU		[51i] One sit: Member/Family Servic-Uned	569
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EA053CU		[53c] Degree disturbing-Uned	575
EA053DU		[53d] Degree threatening-Uned	576
EA053EU		[53e] Degree disillusioning-Uned	577
EA054U		[54---] Who experienced one situati-Uned	578
EA055AU		[55a] Sit occur: at a mil installat-Uned	579
EA055BU		[55b] Sit occur: at work (mil dutie-Uned	580
EA055CU		[55c] Sit occur: during duty hours-Uned	581
EA055DU		[55d] Sit occur: wk envi w/out mino-Uned	582
EA055EU		[55e] Sit occur: during deployment-Uned	583
EA055FU		[55f] Sit occur: in local community-Uned	584
EA055GU		[55g] Sit occur: at current duty st-Uned	585
EA056U		[56---] Do you know who did the beh-Uned	586
EA057U		[57---] Number of offenders-Uned	587
EA058U		[58---] Gender of offender-Uned	588
EA059AU		[59a] Offender race/eth - white-Uned	589
EA059BU		[59b] Offender race/eth - black-Uned	590
EA059CU		[59c] Offender race/eth - Am Indian-Uned	591
EA059DU		[59d] Offender race/eth - Asian-Uned	592
EA059EU		[59e] Offender race/eth - Hawaiian/-Uned	593

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VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
EA059FU		[59f] Offender race/eth - Hispanic-Uned	594
EA060AU		[60a] Offender: immediate mil supv-Uned	595
EA060BU		[60b] Offender: unit commander-Uned	596
EA060CU		[60c] Offender: mil, higher rank-Uned	597
EA060DU		[60d] Offender: military coworkers-Uned	598
EA060EU		[60e] Offender: military subordinat-Uned	599
EA060FU		[60f] Offender: other mil persons-Uned	600
EA060GU		[60g] Offender: civ emplyees-Uned	601
EA060HU		[60h] Offender: civ cntractors-Uned	602
EA060IU		[60i] Offender: local civilian pers-Uned	603
EA061U		[61---] Frequency of behaviors-Uned	604
EA062U		[62---] Duration of situation-Uned	605
EA063AU		[63a] Tried to ignore it-Uned	606
EA063BU		[63b] Tried to avoid-Uned	607
EA063CU		[63c] Tried to forget-Uned	608
EA063DU		[63d] Told person to stop-Uned	609
EA063EU		[63e] Ask someone to speak up-Uned	610
EA063FU		[63f] Physical action-Uned	611
EA063GU		[63g] Act as though no bother-Uned	612
EA063HU		[63h] Call a hotline?-Uned	613
EA063IU		[63i] Request a transfer-Uned	614
EA063JU		[63j] Get out of mil-Uned	615
EA063KU		[63k] Less productive-Uned	616
EA064U		[64---] Situation only involve civi-Uned	617
EA065U		[65---] Report to Civilians-Uned	618
EA066U		[66---] Report to anyone-Uned	619
EA067AU		[67a] Report to your supervisor-Uned	620
EA067BU		[67b] Report to chain-of-command-Uned	621
EA067CU		[67c] Report to offenders chain of-Uned	622
EA067DU		[67d] Report to special mil office-Uned	623
EA067EU		[67e] Report to other person-Uned	624
EA067FU		[67f] Report 2 chapln, counslr, hlt-Uned	625
EA068AU		[68a] Action tkn-person talked to-Uned	626
EA068BU		[68b] Action tkn-cmplnt investigate-Uned	627
EA068CU		[68c] Action tkn-informal resolutio-Uned	628
EA068DU		[68d] Action tkn-everyone talked to-Uned	629
EA068EU		[68e] Action tkn-encrgd to drop com-Uned	630
EA068FU		[68f] Action tkn-complaint discount-Uned	631
EA068GU		[68g] Action tkn-supervisor was hos-Uned	632
EA068HU		[68h] Action tkn-coworker was hosti-Uned	633
EA068IU		[68i] Action tkn-none-Uned	634
EA068JU		[68j] Action tkn-dont know-Uned	635
EA069AU		[69a] Sat w/ info on how to file-Uned	636
EA069BU		[69b] Sat w/ info on how to follow--Uned	637
EA069CU		[69c] Sat w/ treatment by pers hand-Uned	638
EA069DU		[69d] Sat w/ amount time to resolve-Uned	639
EA069EU		[69e] Sat w/ how well kept informed-Uned	640
EA069FU		[69f] Sat w/ degree privacy protect-Uned	641
EA069GU		[69g] Sat w/ complaint process-Uned	642
EA070U		[70---] Report affect career-Uned	643
EA071U		[71---] Was complaint true?-Uned	644
EA072AU		[72a] Outcome: outcome explained-Uned	645
EA072BU		[72b] Outcome: situation corrected-Uned	646
EA072CU		[72c] Outcome: action against prsn-Uned	647
EA072DU		[72d] Outcome: nothing was done-Uned	648

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VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
EA072EU		[72e] Outcome: action against you-Uned	649
EA073U		[73---] Sat w/ outcome-Uned	650
EA074U		[74---] Report all behaviors-Uned	651
EA075AU		[75a] No report: not important-Uned	652
EA075BU		[75b] No report: not know how-Uned	653
EA075CU		[75c] No report: felt uncomfortable-Uned	654
EA075DU		[75d] No report: took care prob by-Uned	655
EA075EU		[75e] No report: nothing would be d-Uned	656
EA075FU		[75f] No report: wouldn't be believ-Uned	657
EA075GU		[75g] No report: too much time/effo-Uned	658
EA075HU		[75h] No report: labeled troublemak-Uned	659
EA075IU		[75i] No report: mke wrk unpleasant-Uned	660
EA075JU		[75j] No report: performance eval s-Uned	661
EA075KU		[75k] No report: fear retal, offend-Uned	662
EA075LU		[75l] No report: afraid retaliation-Uned	663
EA075MU		[75m] No report: dont know identity-Uned	664
EA075NU		[75n] No report: sit involvd civili-Uned	665
EA076AU		[76a] Prob at wk: ignored by others-Uned	666
EA076BU		[76b] Prob at wk: blamed for sit-Uned	667
EA076CU		[76c] Prob at wk: less favorable jo-Uned	668
EA076DU		[76d] Prob at wk: denied opp for tr-Uned	669
EA076EU		[76e] Prob at wk: unfair job evalua-Uned	670
EA076FU		[76f] Prob at wk: denied promotion-Uned	671
EA076GU		[76g] Prob at wk: transfer to worse-Uned	672
EA077U		[77---] Retaliation-Uned	673
EA088U		[88---] Pst 12 mo: amount EO traini-Uned	674
EA089AU		[89a] Train: undrstnd whch wrd/act-Uned	675
EA089BU		[89b] Train: reduce cohesion in RC-Uned	676
EA089CU		[89c] Train: identify offensv behav-Uned	677
EA089DU		[89d] Train: tool for dealing w/EO-Uned	678
EA089EU		[89e] Train: explains how to report-Uned	679
EA089FU		[89f] Train: feel safe to complain-Uned	680
EA089GU		[89g] Train: cross-cultural awarene-Uned	681
EA089HU		[89h] Train: gives info on EO-Uned	682
EA089IU		[89i] Train: policy on extremist ac-Uned	683
EA089JU		[89j] Train: promote religious tole-Uned	684
EA090U		[90---] How effective EO training-Uned	685
EA097U		[97---] EO probs more freq in mil v-Uned	686
EA098U		[98---] Last 5 yrs, EO in mil bette-Uned	687
EA099AU		[99a] Military: Black or African Am-Uned	688
EA099BU		[99b] Military: Amer Indian/Alaska-Uned	689
EA099CU		[99c] Military: Asian Ntv Hawaii Pa-Uned	690
EA099DU		[99d] Military: Spanish/Hispanic/La-Uned	691
EA099EU		[99e] Military: Arab Americans-Uned	692
EA099FU		[99f] Military: Whites-Uned	693
EA099GU		[99g] Military: Muslims-Uned	694

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ACTPRO		Action still processed?	695
AFFCOM		Var used to create COMMITA	696
COHESION		Unit Cohesion	697
COMBO		Combination of ann inc rates	698
COMBO_6		Seperate Level 6 of COMBO	699
COMBO2		Combo inc rates w/o 49	700
COMBO2_6		Seperate Level 6 of COMBO2	701
COMBO3		Combo inc rates 2 level	702
COMBO4		Combo inc rates w/o 49 2 level	703
CONCOM		Var used to create COMMITC	704
CSATSCALE		Var used to create CWORKSAT	705
CWORKSAT		Cowrkr Sat Scale	706
DEPLYDY2		Recode-Deploy status	707
DPLYDYRA		Recode Nts away from permt duty	708
EA010R		Recode How long married or relationshi	709
EA010R2		Briefing-How long married or relationshi	710
EA014R2		Briefing-Life better or worse than exp	711
EA015R2		Briefing-Work better or worse than exp	712
EA016R2		Briefing-Stay on active duty	713
EA017R		Recode Spse stay or lve active dut	714
EA017R2		Briefing-Spouse think u stay	715
EA018R2		Briefing-Family think u stay	716
EA022AR		Recode Recmd White friend	717
EA024R2		Briefing-How sat with mil life	718
EA025AR2		Briefing-Enjoy serving in mil	719
EA025BR2		Briefing-Serv in mil consistent with goa	720
EA025CR2		Briefing-If I leave feel like start over	721
EA025DR2		Briefing-Feel guilty if left mil	722
EA025ER2		Briefing-Generally happy with life	723
EA025FR2		Briefing-Diff to leave and get same bene	724
EA025GR2		Briefing-Not leave mil right now	725
EA025HR2		Briefing-Mil values are my own	726
EA025IR2		Briefing-Difficult find a job	727
EA025JR2		Briefing-Proud to be in mil	728
EA025KR2		Briefing-Let my country down if left mil	729
EA025LR2		Briefing-Considerable sac to leave mil	730
EA025MR2		Briefing-Member in mil achieve what I wa	731
EA025NR2		Briefing-Lack of alt if left mil	732
EA025OR2		Briefing-Make the mil my career	733
EA025PR2		Briefing-Promotes its best members	734
EA025QR2		Briefing-Proud to be a member of my serv	735
EA031RA		Recode Deployed to a combat zone	736
EA034M		Recode Marked +1 race to create EA034MR2	737
EA034MR2		Recode Marked +1 create EA034MR	738
EA035AR2		Briefing-Trust your supervisor	739
EA035BR2		Briefing-Supervisor ensures all treated	740
EA035CR2		Briefing-Little conflict btwn sup and ot	741
EA035DR2		Briefing-Supervisor eval works fairly	742
EA035ER2		Briefing-Supervisor assigns work fairly	743
EA035FR2		Briefing-Sat with direction you receive	744
EA036R2		Briefing-Recode Mentor in Military	745
EA036RA		Briefing-Mentor in Military	746
EA037AR2		Briefing-Little conflict among coworkers	747
EA037BR2		Briefing-Coworkers put in effort	748
EA037CR2		Briefing-People get along	749

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VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
EA037DR2		Briefing-People help eachother	750
EA037ER2		Briefing-Sat with relationship of cowrks	751
EA037FR2		Briefing-You put in more effort than cow	752
EA038AR2		Briefing-Know what is expected of me	753
EA038BR2		Briefing-I have materials to do job	754
EA038CR2		Briefing-Opportun to do my best	755
EA038DR2		Briefing-7 days received recognition	756
EA038ER2		Briefing-Care about me as a person	757
EA038FR2		Briefing-Encourages my development	758
EA038GR2		Briefing-My opinions count	759
EA038HR2		Briefing-Mission make job important	760
EA038IR2		Briefing-Coworkers committed	761
EA038JR2		Briefing-Have best friend at work	762
EA038KR2		Briefing-6 mos talked about progress	763
EA038LR2		Briefing-Opport to learn and grow	764
EA038MR2		Briefing-Opport based on work charac	765
EA038NR2		Briefing-Supervisor helps wk grp include	766
EA038OR2		Briefing-Trust super issues eql trtment	767
EA038PR2		Briefing-Employees informed about issues	768
EA039AR2		Briefing-Work provide sense of pride	769
EA039BR2		Briefing-Work makes good use of skills	770
EA039CR2		Briefing-You like the work you do	771
EA039DR2		Briefing-Job gives you new skills	772
EA039ER2		Briefing-Satisfied with job as whole	773
EA040AR2		Briefing-How preprd to perfrm wartime jo	774
EA040BR2		Briefing-How preprd unit to perfrm warti	775
EA041AR2		Briefing-Rate ur level of morale	776
EA041BR2		Briefing-Rate unit level of morale	777
EA042AR2		Briefing-Serv members care about eachoth	778
EA042BR2		Briefing-Serv members work well as team	779
EA042CR2		Briefing-Serv members pull together	780
EA042DR2		Briefing-Serv members trust eachother	781
EA043AR2		Briefing-Pst mth been upset-RECODE	782
EA043AR3		Recode Pst mth been upset	783
EA043BR2		Briefing-Pst mth felt unable to contrl	784
EA043BR3		Recode Pst mth felt unable to contrl	785
EA043CR2		Briefing-Pst mth felt nervous	786
EA043CR3		Recode Pst mth felt nervous	787
EA043DR2		Briefing-Pst mth felt conf to handle per	788
EA043DR3		Recode Pst mth felt conf to handle per	789
EA043ER2		Briefing-Pst mth felt things go ur way	790
EA043ER3		Recode Pst mth felt things go ur way	791
EA043FR2		Briefing-Pst mth found u not cope	792
EA043FR3		Recode Pst mth found u not cope	793
EA043GR2		Briefing-Pst mth able to cntrl irrit	794
EA043GR3		Recode Pst mth able to cntrl irrit	795
EA043HR2		Briefing-Pst mth felt on top of things	796
EA043HR3		Recode Pst mth felt on top of things	797
EA043IR2		Briefing-Pst mth been angered	798
EA043IR3		Recode Pst mth been angered	799
EA043JR2		Briefing-Pst mth felt diff pile too high	800
EA043JR3		Recode Pst mth felt diff pile too high	801
EA044BR		Recode Sick easier than others	802
EA044CR		Recode Expect health to worsen	803
EA047AR2		Briefing-Lst 12 mths u rated lower than	804

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VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
EA047BR2		Briefing-Lst 12 mths Your last evaluatio	805
EA047CR2		Briefing-Lst 12 mths u held to higher st	806
EA047DR2		Briefing-Lst 12 mths u did not get an aw	807
EA047ER2		Briefing-Lst 12 mths ur curnt assign not	808
EA047FR2		Briefing-Lst 12 mths u not able attend m	809
EA047GR2		Briefing-Lst 12 mths u not get to go to	810
EA047HR2		Briefing-Lst 12 mths u recvd lower grade	811
EA047IR2		Briefing-Lst 12 mths u not get job assig	812
EA047JR2		Briefing-Lst 12 mths ur currt assign not	813
EA047KR2		Briefing-Lst 12 mths u did not recev sho	814
EA047LR2		Briefing-Lst 12 mths u not have a pro re	815
EA047MR2		Briefing-Lst 12 mths u learned of oppor	816
EA047NR2		Briefing-Lst 12 mths u were unable to ge	817
EA047OR2		Briefing-Lst 12 mths u or ur fam wr disc	818
EA047PR2		Briefing-Lst 12 mths u or ur fam unwelcm	819
EA047QR2		Briefing-Lst 12 mths u ur fam not get ap	820
EA047RR2		Briefing-Lst 12 mths u or ur fam got poo	821
EA047SR2		Briefing-Lst 12 mths u excluded by peers	822
EA047TR2		Briefing-Lst 12 mths Local civ polce har	823
EA047UR2		Briefing-Lst 12 mths u or ur fam were wa	824
EA047VR2		Briefing-Lst 12 mths u were taken to non	825
EA047WR2		Briefing-Lst 12 mths u were punished for	826
EA047XR2		Briefing-Lst 12 mths u afraid for u or u	827
EA047YR2		Briefing-Lst 12 mths u afraid for u or u	828
EA047ZR2		Briefing-Lst 12 mths u afraid for u or r	829
EA049R		Recode Experienced racial/eth harassm	830
EA049R2		Briefing-U or fam exper rac/eth har	831
EA050R		Recode DoD respons prevent harass	832
EA053AR2		Briefing-Sit annoying	833
EA053BR2		Briefing-Sit offensive	834
EA053CR2		Briefing-Sit disturbing	835
EA053DR2		Briefing-Sit threatening	836
EA053ER2		Briefing-Sit dillusioning	837
EA054R		Recode EA054 to Yes/No	838
EA055AR2		Recode Mil installation	839
EA055AR3		Briefing-Mil installation	840
EA055BR2		Recode Mil work	841
EA055BR3		Briefing-Mil work	842
EA055CR2		Recode Duty hours	843
EA055CR3		Briefing-Duty hours	844
EA055DR2		Recode Ur rac/eth backgrnd uncomm	845
EA055DR3		Briefing-Ur rac/eth backgrnd uncomm	846
EA055ER2		Recode While deployed	847
EA055ER3		Briefing-While deployed	848
EA055FR2		Recode Local comm arnd instal	849
EA055FR3		Briefing-Local comm arnd instal	850
EA055GR2		Recode At curr perm duty station	851
EA055GR3		Briefing-At curr perm duty station	852
EA058R		Recode EA058 to Yes/No	853
EA061R		Recode EA061 to Yes/No	854
EA062R3		Recode EA062R2 to Yes/No	855
EA063IR		Recode Request a transfer	856
EA065R		Recode Rep to civilian	857
EA065R2		Briefing-Rpt to civil officials	858
EA066R		Recode Rep to DoD	859

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EA066R1		Recode EA066R to Yes/No	860
EA066R2		Briefing-Rpt to DoD orgs	861
EA067AR		Recode Rep immediate supervisor	862
EA067AR2		Briefing-Rpt to imm suprvisor	863
EA067BR		Recode Rep someone else in chain-of-	864
EA067BR2		Briefing-Someone else in chain-of-comman	865
EA067CR		Recode Rep chain-of-command who did	866
EA067CR2		Briefing-Someone in chain who did it	867
EA067DR		Recode Rep special military offic	868
EA067DR2		Briefing-Spec mil office	869
EA067ER		Recode Rep other persons	870
EA067ER2		Briefing-Other person	871
EA067FR		Recode Rep to chaplain, counselor, e	872
EA067FR2		Briefing-Chaplain	873
EA068AR		Recode Persons talked abt behavior	874
EA068AR2		Briefing-Persons talked abt behavior	875
EA068BR		Recode Complaint being investigated	876
EA068BR2		Briefing-Complaint being investigated	877
EA068CR		Recode Sit resolvd informally	878
EA068CR2		Briefing-Sit resolvd informally	879
EA068DR		Recode Rules explained to everyone	880
EA068DR2		Briefing-Rules explained to everyone	881
EA068ER		Recode Encouraged to drop complaint	882
EA068ER2		Briefing-Encouraged to drop complaint	883
EA068FR		Recode Complaint not taken seriously	884
EA068FR2		Briefing-Complaint not taken seriously	885
EA068GR		Recode Members hostile toward you	886
EA068GR2		Briefing-Members hostile toward you	887
EA068HR		Recode Coworkers hostile toward you	888
EA068HR2		Briefing-Coworkers hostile toward you	889
EA068IR		Recode No action taken	890
EA068IR2		Briefing-No action taken	891
EA068JR		Recode Do not know what action taken	892
EA068JR2		Briefing-Do not know what action taken	893
EA069AR2		Briefing-Sat avail of info how to file	894
EA069BR2		Briefing-Sat avail of info on follow-up	895
EA069CR2		Briefing-Sat of treatment	896
EA069DR2		Briefing-Sat of amt time to resolve	897
EA069ER2		Briefing-Sat of how well informed	898
EA069FR2		Briefing-Sat with degree of privacy	899
EA069GR2		Briefing-Sat with complaint process	900
EA070R		Recode Chances of succ mil career hur	901
EA070R2		Briefing-Reprt affect succ mil carer	902
EA070R3		Recode EA070 to Yes/No	903
EA071R		Recode Was complaint found true	904
EA071R2		Briefing-Complaint true?	905
EA072AR		Outcome of complaint explained	906
EA072BR		Situation was corrected	907
EA072CR		Action taken against person	908
EA072DR		Nothing was done about complaint	909
EA072ER		Action was taken against you	910
EA073R2		Briefing-Sat with outcome of comp	911
EA077R		Recode Retaliation	912
EA077R2		Briefing-Retaliation for reporting	913
EA078AR		Senior leadership of my Service	914

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VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
EA078BR		Senior leadership of installation/ship	915
EA078CR		My immediate supervisor	916
EA080AR2		Briefing-Grp feel free to rept rac/eth h	917
EA080BR2		Briefing-Cmplts about rac/eth har seriou	918
EA080CR2		Briefing-People get away with rac/eth ha	919
EA080DR2		Briefing-Rac/eth polic publicized	920
EA080ER2		Briefing-Complt proced rac/eth har publi	921
EA082AR2		Briefing-Inst/shp memhrs free rept rac/e	922
EA082BR2		Briefing-Inst/shp rac/eth har cmplt tak	923
EA082CR2		Briefing-Inst/shp people get away w/ rac	924
EA082DR2		Briefing-Inst/shp pol forbid rac/eth har	925
EA082ER2		Briefing-Inst/shp complt proced rac/eth	926
EA082FR2		Briefing-Inst/shp complt hotlines publici	927
EA082GR2		Briefing-Inst/shp people free to sit whe	928
EA082HR2		Briefing-Inst/shp people free to use rec	929
EA082IR2		Briefing-Inst/shp rac/exts orgs a prob	930
EA082JR2		Briefing-Inst/shp hate crimes a prob	931
EA082KR2		Briefing-Inst/shp gang acts a prob	932
EA082LR2		Briefing-Inst/shp rac/ext orgs locl prob	933
EA082MR2		Briefing-Inst/shp hate grps locl prob	934
EA083AR2		Briefing-U uneasy arnd diff rac/eth back	935
EA083BR2		Briefing-U presrd not socialize w/ other	936
EA083CR2		Briefing-Comfortble w/ people other rac/	937
EA085AR2		Briefing-Rac confront on ship	938
EA085BR2		Briefing-Rac confront in loc comm	939
EA086AR2		Briefing-Race rel in wrk grp	940
EA086BR2		Briefing-Race rel at instal	941
EA086CR2		Briefing-Race rel in ur service	942
EA086DR2		Briefing-Race rel in local comm	943
EA088R2		Briefing-Training past 12 months	944
EA089AR2		Briefing-Train tells me what wrds/acts r	945
EA089BR2		Briefing-Train tchs rac/eth har reduces	946
EA089CR2		Briefing-Train ids behavs that are offen	947
EA089DR2		Briefing-Train gvs tools for deal w/ rac	948
EA089ER2		Briefing-Train explains process for repo	949
EA089FR2		Briefing-Train makes u feel safe to comp	950
EA089GR2		Briefing-Train promotes cross-cult aware	951
EA089HR2		Briefing-Train provdes info abt pol/proc	952
EA089IR2		Briefing-Train provdes info on polices	953
EA089JR2		Briefing-Train promotes relig tol	954
EA090R		Recode Training effective in reducing	955
EA090R2		Briefing-Eff train reduc harassment	956
EA090R3		Recode Training effective in reducing	957
EA090R4		Recode Training effective in reducing	958
EA090R5		Recode Training effective in reducing	959
EA091AR2		Briefing-Promotion opportunities for ur	960
EA091BR2		Briefing-Pay and benefits for ur rac/eth	961
EA091CR2		Briefing-Fair performance evaluations fo	962
EA091DR2		Briefing-Education and training opportun	963
EA091ER2		Briefing-Quality of life for ur rac/eth	964
EA091FR2		Briefing-Fair administration of criminal	965
EA091GR2		Briefing-Chance to show pride in yoursel	966
EA091HR2		Briefing-Chance to show pride in your ra	967
EA091IR2		Briefing-Freedom from harassment for ur	968
EA091JR2		Briefing-Freedom from discrimination for	969

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EA091LR2		Briefing-Race/ethnic relations overall f	971
EA094R		Recode More or fewer friends differen	972
EA096AR2		Briefing-Opportunities in nation for Bla	973
EA096BR2		Briefing-Opportunities in nation for Am	974
EA096CR2		Briefing-Opportunities in nation for Asi	975
EA096DR2		Briefing-Opportunities in nation for His	976
EA096ER2		Briefing-Opportunities in nation for Ara	977
EA096FR2		Briefing-Opportunities in nation for Whi	978
EA096GR2		Briefing-Opportunities in nation for Mus	979
EA097R2		Briefing-Rac/eth rel compare to few yrs	980
EA098R		Recode Race/eth relats better or wors	981
EA099AR2		Briefing- Opportunities in military for	982
EA099BR2		Briefing-Opportunities in military for A	983
EA099CR2		Briefing-Opportunities in military for A	984
EA099DR2		Briefing-Opportunities in military for H	985
EA099ER2		Briefing-Opportunities in military for A	986
EA099FR2		Briefing-Opportunities in military for W	987
EA099GR2		Briefing-Opportunities in military for M	988
GEN_HEAL		Var used to create GENHEAL	989
GENHEAL		Gen Health Scle	990
HISP_IM		Imputed Hispanic Ethnicity	991
HISP_IMF		Imputed Ethnicity Flag	992
INC_MS		Const EA045A-N, EA047A-N, EA047S, EA047V	993
INC_MS2		Const EA045A-N, EA047A-N, EA047S, EA047V	994
INCIDENT		Const EA045A-O,EA046A-O,EA047A-Z,EA048	995
MILCIVR		Recode MILCIV to Yes/No	996
NONCOM		Var used to create COMMITN	997
RACE_IM		Imputed Race	998
RACE_IMF		Imputed Race Flag	999
RACE_NI		Non-Imputed Self-Report of Race with Oth	1000
REPRTA21		Recode REPORTA2 to Marked/Not Marked	1001
REPRTA22		Recode REPORTA2 to Marked/Not Marked	1002
REPRTA23		Recode REPORTA2 to Marked/Not Marked	1003
REPRTA24		Recode REPORTA2 to Marked/Not Marked	1004
SRBAHR		Recode Self Rpt-Duty Station	1005
SREDR		Recode Education	1006
SRGRADER		Recode Paygrade	1007
SRMRSTR2		Briefing: Marital Status 2	1008
SRRACASR		Recode Spouse Race White	1009
SRRACBSR		Recode Spouse Race Black	1010
SRRACCSR		Recode Spouse Race Am Ind/Al Nat	1011
SRRACDSR		Recode Spouse Race Asian	1012
SRRACE		Self-Reported Race	1013
SRRACE1		Self-Reported Race	1014
SRRACE2		Race of Spouse	1015
SRRACE3		Race of Immediate Supervisor	1016
SRRACE4		Race of Immediate Supervisor	1017
SRRACEM		Marked more than one race	1018
SRRACEMS		Spouse-marked more than one race	1019
SRRACESR		Recode Spouse Race Nat Hawaiian/Pac	1020
SRRACMSR		Recode Spse Race Mrkd More One	1021
SRRETH1		Racial/Ethnic Category	1022
STRESS		Var used to create Stress Scale	1023
STRESS2		Stress Scale	1024

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VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
SUPSAT		Sup Sat Scale	1025
SUPSCALE		Var used to create SUPSAT	1026
UNTCOHSC		Var used to create COHESION	1027
WORKSAT		Wrk Sat Scale	1028
WSATSCAL		Var used to create WORKSAT	1029
XDEPLOY		Dep 30 + in 12 months	1030
XDEPRET6		XDEPRET6	1031
XDEPRET7		XDEPRET7	1032
XDOD		Imputed DoD and Coast Guard	1033
XDODRET2		Imputed XRETH2 by XDOD	1034
XDODRET7		Imputed XRETH7 by XDOD	1035
XDORT6PI		Imputed XRETH6PI by XDOD	1036
XP2RT6PI		Imputed XRETH6PI by XPAY2	1037
XP5RT6PI		Imputed XRETH6PI by XPAY5	1038
XPAY		Imputed Pay	1039
XPAY2		Imputed Pay 2 Levels	1040
XPAY5		Recode Imputed Pay 5 Levels	1041
XPAY5R		Recode Imputed Pay 5 Levels	1042
XPAYF		Imputed Pay Flag	1043
XPY2RET2		Imputed XRETH2 by XPAY2	1044
XPY2RET7		Imputed XRETH7 by XPAY2	1045
XPY5RET2		Imputed XRETH2 by XPAY5	1046
XPY5RET7		Imputed XRETH7 by XPAY5	1047
XRETH2		Recode Imputed Race 2 Levels	1048
XRETH2PI		Race 2L--NH Asian/HPI vs. All other	1049
XRETH4		Recode Imputed 4 level Race/Ethnicity	1050
XRETH6		Recode Imputed Race 6 Levels	1051
XRETH6PI		Recode Imputed Race 6 Levels A/PI	1052
XRETH7		Recode Imputed Race 7 Levels	1053
XRETH7PW		Recode Imputed Race 7 Levels	1054
XRETH7R		Recode Imputed Race 7 Levels	1055
XSEX		Imputed Sex	1056
XSEXF		Imputed Sex Flag	1057
XSEXRET7		Imputed XRETH7 by XSEX	1058
XSPRETH2		Supervisor Race/Ethnicity	1059
XSVC		Imputed Service	1060
XSVC2		Recode Imputed Service	1061
XSVCF		Imputed Service Flag	1062
XSVRET2		Imputed XRETH2 by XSVC	1063
XSVRET7		Imputed XRETH7 by XSVC	1064-1065
XSVRT6PI		Imputed XRETH6PI by XSVC	1066
XSXRT6PI		Imputed XRETH6PI by XSEX	1067
RACESEXPAY		ConAnal: Race by Gender by Pay	1068-1069
RACESEXPAYR		ConAnal: Race by Gender by Paygrade-Col	1070-1071
SEX_B		ConAnal: Gender	1072
PAY5L_B		ConAnal: Five Level Pay	1073
PAY2L_B		ConAnal: Two Level Pay	1074

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BATCH		DRC batch number applied	1075-1076
BLKREAS		Reason survey returned blank	1077
DARVDATE		Date survey arrived	1078-1079
DENTDATE		Date survey processed	1080-1081
DUPRET		Multiple returns flag - excludes blanks	1082
DUPRET2		Multiple Returns Flag - Includes Blanks	1083
FLAG_FIN		Final Disposition	1084
INCWEB		Incomplete Web flag	1085
INRECNO		Master SCS ID number	1086
LITHO		Litho code	1087
MAILTYP		Mail Type	1088
REFUSE		REFUSE --Reason survey refused	1089
SCSINEL		Reason reported for ineligibility	1090
SERIAL		DRC serial number applied	1091
SURVFORM		Survey form type	1092
SURVMAIL		Mailing number	1093
WBTICKNO		Web survey access code	1094
WEBSTAT		Web survey status code	1095

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Information on Sampling and Record Data-Confidential Variables

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
AFMS		Active Federal Military Service Years	1096
AGE		Current age	1097-1098
BAHBAS		Basic Allowance For Housing Location	1099
BAHREC		Basic Allowance For Housing Flag	1100
BAHSTAT		Basic Allowance For Housing Status	1101
BAQPAYST		BAQ/BAH status	1102
CCONUS		CONUS	1103
CDOD		Constructed DoD	1104
CEDUC		Education Level grouped	1105
CEDUC4		Education Level 4	1106
CEYOS		Constructed Enlisted Years of Service	1107
CHILDCNT		Number of Children Counter	1108
CHILDST		Members Children	1109
CINC		CinCs	1110
CMARITAL		CMARITAL status	1111
CPAYGRP1		Pay Grade Group 1	1112
CPAYGRP2		Pay Grade Group 2	1113
CPAYGRP3		Pay Grade Group 3	1114
CPAYGRP4		Pay Grade Group 4	1115
CPAYGRP5		Pay Grade Group 5	1116
CPAYGRP6		Pay Grade Group 6	1117
CRACECAT		Race/Ethnic Category 2	1118
CREGINS		Regions	1119
CREGION1		Regions - collapsed version of CREGINS	1120
CSERVICE		Constructed Service	1121
CSEX		Person Sex Code	1122
CYOS		Constructed Years of Service	1123
DDODOCC		Duty DoD Occupation Code	1124
DEER0410		DEERS Match Flag	1125
DFBEG		Begin date during fielding	1126
DFD		During fielding deployment days	1127-1128
DFEND		End date during fielding	1129
DSVC_SP		Dual Service Spouse	1130
DSVC_SP2		Dual Service Spouse 2	1131
DUTYCTRY		Duty Country Code	1132
DUTYSTE		Duty State Code	1133-1134
EDUC		Education	1135
ELIG0410		Mailing Eligibility Flag	1136
ENLOFF		Enlisted Officer Code	1137
EOS05CEL		EOS05 Full Stratifier Crossing Cells	1138
EOSCPAY		EOS stratification variable for pay grde	1139
EOSCRETH		EOS variable CRETH	1140
EOSCRTH4		EOS racth/ethnicity 4	1141
EOSPAY3		EOS pay group 3	1142
EOSPAY4		EOS pay group 4	1143
EOSPAY6		EOS pay group 6	1144
EOSREGION		EOS stratification variable for Region	1145
EOSRETH		EOS stratification variable for Race/Et	1146
ETH		Ethnic Affinity Code	1147
FAMSTAT		Family Status	1148
FAMSTAT2		Family Status 2	1149
FAMSTAT3		Family Status 3	1150
FAMSTAT4		Family Status 4	1151
HREGION1		Regions - collapsed version of CREGION1	1152
HREGION2		Regions - collapsed version of CREGINS	1153

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Information on Sampling and Record Data-Confidential Variables

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
JSVC_SP		Joint Service Spouse Data Source Code	1154
MRTL_STA		MARITAL status	1155
NELIG_R		Form Eligibility	1156
NSAMP		Number in sample	1157
NSTRAT		Number is Stratum	1158
OCCAWAY2		2 Ranges of Months Away for Duty Occupns	1159
OCCAWAY3		3 Ranges of Months Away for Duty Occuptn	1160
OCCAWAY6		6 Ranges of Months Away for Duty Occuptn	1161
OCCBLKDN		Occupation Black Density Groups	1162
OCCGROUP		Occupation Group	1163
OCCHSPDN		Occupation Hispanic Density Groups	1164
OCCMINDN		Occupation Minority Density Groups	1165
OFFBASE		Off base	1166
PAYGRD		Pay Plan Grade Identifier	1167
PF12BEG		12 months prior to fielding begin date	1168
PR12D		Prior response 12 month deployment days	1169
PR12END		12 months prior to the response end date	1170-1171
PNDTHCD		Person Death Code	1172
PNLCATCD		Personnel Category Code	1173
PNLECEDT		Personnel Entitlement Condition End Cale	1174-1175
PNLECERS		Personnel Entitlement Condition End Reas	1176
PNLECTYP		Personnel Entitlement Condition Type Cod	1177
PNLEDDT		Personnel End Calendar Date	1178
PNLERSN		Personnel End Reason Code	1179
PR12BEG		12 months prior to the response begin dt	1180-1181
PF12D		Prior fielding 12 month deployment days	1182
PF12END		12 months prior to fielding end date	1183
RACE		Race Code	1184
RACE_ETH		Race Ethnic Code	1185
RANDOM		Random Number	1186
SEX		Sex Code	1187
STRAT		Stratum Level	1188
SVC_BR		Service Branch Classification Code	1189
VHABASI		Variable Housing Allowance Basis ID I	1190
VHABASII		Variable Housing Allowance Basis ID II	1191

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ADJ1CC		Non-Response Adjust Cell	1192
ADJ1F0		FS Unk Elig NonResponse Adj Factor	1193
ADJ1W0		FS Unk Elig NonResponse Adj Weight	1194
ADJ2F0		FS Elig NonResponse Adj Factor	1195
ADJ2W0		FS Elig NonResponse Adj Weight	1196
BSW0		Base Weight	1197
CAS_ELIG		CASRO eligibility disposition code	1198
CGELIGF		Eligibility Flag	1199
COMPFLAG		Questionnaire complete flag	1200
CRITFLAG		Critical ques. complete flag	1201
DIM1		First raking dimension	1202-1203
DIM2		Second raking dimension	1204
DIM3		Third raking dimension	1205
DIM4		Fourth raking dimension	1206
DIM5		Fifth raking dimension	1207
DODELIGF		Eligibility Flag without Coast Guard	1208
ELIGFLGW		Eligibility Flag	1209
ELIG_R		Form Eligibility	1210
ELIGA		ELIGA	1211
ELIGADP7		ELIGADP7	1212
ELIGAP2		ELIGAP2	1213
ELIGAP5		ELIGAP5	1214
ELIGASVC		ELIGASVC	1215
ELIGB		ELIGB	1216
ELIGBDP7		ELIGBDP7	1217
ELIGBP2		ELIGBP2	1218
ELIGBP5		ELIGBP5	1219
ELIGBSVC		ELIGBSVC	1220
ELIGC		ELIGC	1221
ELIGCDP6		ELIGCDP6	1222
ELIGCP2		ELIGCP2	1223
ELIGCP5		ELIGCP5	1224
ELIGCSVC		ELIGCSVC	1225
ELIGH		ELIGH	1226
ELIGHDP7		ELIGHDP7	1227
ELIGHP2		ELIGHP2	1228
ELIGHP5		ELIGHP5	1229
ELIGHSVC		ELIGHSVC	1230
ELIGI		ELIGI	1231
ELIGIDP7		ELIGIDP7	1232
ELIGIP2		ELIGIP2	1233
ELIGIP5		ELIGIP5	1234
ELIGISVC		ELIGISVC	1235
ELIGNWO		ELIGNWO	1236
ELIGP		ELIGP	1237
ELIGPDP7		ELIGPDP7	1238
ELIGPP2		ELIGPP2	1239
ELIGPP5		ELIGPP5	1240
ELIGPSVC		ELIGPSVC	1241
ELIGT		ELIGT	1242
ELIGTDP7		ELIGTDP7	1243
ELIGTP2		ELIGTP2	1244
ELIGTP5		ELIGTP5	1245
ELIGTSVC		ELIGTSVC	1246
ELIGW		ELIGW	1247

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ELIGWP2		ELIGWP2	1249
ELIGWP5		ELIGWP5	1250
ELIGWSVC		ELIGWSVC	1251
NCAS_ELIG		CASRO eligibility disposition code	1252
POPTVSTR		Taylor Series Variance Strat Population	1253
PSTATUS		Raking Disp Code	1254
PSTSTR		Final Raking Cell	1255-1256
QCOMP		[QCOMP] Questions completed count	1257
QCOMP		[QCOMP] Questions completed proportion	1258
RFLAG_FIN		Recoded FLAG_FIN	1259
RKF0		Raking adjustment factor	1260
RKW001		Final Raked Weight for Replicate 1	1261
RKW002		Final Raked Weight for Replicate 2	1262
RKW003		Final Raked Weight for Replicate 3	1263
RKW004		Final Raked Weight for Replicate 4	1264
RKW005		Final Raked Weight for Replicate 5	1265
RKW006		Final Raked Weight for Replicate 6	1266
RKW007		Final Raked Weight for Replicate 7	1267
RKW008		Final Raked Weight for Replicate 8	1268
RKW009		Final Raked Weight for Replicate 9	1269
RKW010		Final Raked Weight for Replicate 10	1270
RKW011		Final Raked Weight for Replicate 11	1271
RKW012		Final Raked Weight for Replicate 12	1272
RKW013		Final Raked Weight for Replicate 13	1273
RKW014		Final Raked Weight for Replicate 14	1274
RKW015		Final Raked Weight for Replicate 15	1275
RKW016		Final Raked Weight for Replicate 16	1276
RKW017		Final Raked Weight for Replicate 17	1277
RKW018		Final Raked Weight for Replicate 18	1278
RKW019		Final Raked Weight for Replicate 19	1279
RKW020		Final Raked Weight for Replicate 20	1280
RKW021		Final Raked Weight for Replicate 21	1281
RKW022		Final Raked Weight for Replicate 22	1282
RKW023		Final Raked Weight for Replicate 23	1283
RKW024		Final Raked Weight for Replicate 24	1284
RKW025		Final Raked Weight for Replicate 25	1285
RKW026		Final Raked Weight for Replicate 26	1286
RKW027		Final Raked Weight for Replicate 27	1287
RKW028		Final Raked Weight for Replicate 28	1288
RKW029		Final Raked Weight for Replicate 29	1289
RKW030		Final Raked Weight for Replicate 30	1290
RKW031		Final Raked Weight for Replicate 31	1291
RKW032		Final Raked Weight for Replicate 32	1292
RKW033		Final Raked Weight for Replicate 33	1293
RKW034		Final Raked Weight for Replicate 34	1294
RKW035		Final Raked Weight for Replicate 35	1295
RKW036		Final Raked Weight for Replicate 36	1296
RKW037		Final Raked Weight for Replicate 37	1297
RKW038		Final Raked Weight for Replicate 38	1298
RKW039		Final Raked Weight for Replicate 39	1299
RKW040		Final Raked Weight for Replicate 40	1300
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RKW048		Final Raked Weight for Replicate 48	1308
RKW049		Final Raked Weight for Replicate 49	1309
RKW050		Final Raked Weight for Replicate 50	1310
RKW051		Final Raked Weight for Replicate 51	1311
RKW052		Final Raked Weight for Replicate 52	1312
RKW053		Final Raked Weight for Replicate 53	1313
RKW054		Final Raked Weight for Replicate 54	1314
RKW055		Final Raked Weight for Replicate 55	1315
RKW056		Final Raked Weight for Replicate 56	1316
RKW057		Final Raked Weight for Replicate 57	1317
RKW058		Final Raked Weight for Replicate 58	1318
RKW059		Final Raked Weight for Replicate 59	1319
RKW060		Final Raked Weight for Replicate 60	1320
RKW061		Final Raked Weight for Replicate 61	1321
RKW062		Final Raked Weight for Replicate 62	1322
RKW063		Final Raked Weight for Replicate 63	1323
RKW064		Final Raked Weight for Replicate 64	1324
RKW065		Final Raked Weight for Replicate 65	1325
RKW066		Final Raked Weight for Replicate 66	1326
RKW067		Final Raked Weight for Replicate 67	1327
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RKW070		Final Raked Weight for Replicate 70	1330
RKW071		Final Raked Weight for Replicate 71	1331
RKW072		Final Raked Weight for Replicate 72	1332
RKW073		Final Raked Weight for Replicate 73	1333
RKW074		Final Raked Weight for Replicate 74	1334
RKW075		Final Raked Weight for Replicate 75	1335
RKW076		Final Raked Weight for Replicate 76	1336
RKW077		Final Raked Weight for Replicate 77	1337
RKW078		Final Raked Weight for Replicate 78	1338
RKW079		Final Raked Weight for Replicate 79	1339
RKW080		Final Raked Weight for Replicate 80	1340
RKW081		Final Raked Weight for Replicate 81	1341
RKW082		Final Raked Weight for Replicate 82	1342
RKW083		Final Raked Weight for Replicate 83	1343
RKW084		Final Raked Weight for Replicate 84	1344
RKW085		Final Raked Weight for Replicate 85	1345
RKW086		Final Raked Weight for Replicate 86	1346
RKW087		Final Raked Weight for Replicate 87	1347
RKW088		Final Raked Weight for Replicate 88	1348
RKW089		Final Raked Weight for Replicate 89	1349
RKW090		Final Raked Weight for Replicate 90	1350
RKW091		Final Raked Weight for Replicate 91	1351
RKW092		Final Raked Weight for Replicate 92	1352
RKW093		Final Raked Weight for Replicate 93	1353
RKW094		Final Raked Weight for Replicate 94	1354
RKW095		Final Raked Weight for Replicate 95	1355
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RKW103		Final Raked Weight for Replicate 103	1363
RKW104		Final Raked Weight for Replicate 104	1364
RKW105		Final Raked Weight for Replicate 105	1365
RKW106		Final Raked Weight for Replicate 106	1366
RKW107		Final Raked Weight for Replicate 107	1367
RKW108		Final Raked Weight for Replicate 108	1368
RKW109		Final Raked Weight for Replicate 109	1369
RKW110		Final Raked Weight for Replicate 110	1370
RKW111		Final Raked Weight for Replicate 111	1371
RKW112		Final Raked Weight for Replicate 112	1372
RKW113		Final Raked Weight for Replicate 113	1373
RKW114		Final Raked Weight for Replicate 114	1374
RKW115		Final Raked Weight for Replicate 115	1375
RKW116		Final Raked Weight for Replicate 116	1376
RKW117		Final Raked Weight for Replicate 117	1377
RKW118		Final Raked Weight for Replicate 118	1378
RKW119		Final Raked Weight for Replicate 119	1379
RKW120		Final Raked Weight for Replicate 120	1380
RKW121		Final Raked Weight for Replicate 121	1381
RKW122		Final Raked Weight for Replicate 122	1382
RKW123		Final Raked Weight for Replicate 123	1383
RKW124		Final Raked Weight for Replicate 124	1384
RKW125		Final Raked Weight for Replicate 125	1385
RKW126		Final Raked Weight for Replicate 126	1386
RKW127		Final Raked Weight for Replicate 127	1387
RKW128		Final Raked Weight for Replicate 128	1388
RKW129		Final Raked Weight for Replicate 129	1389
RKW130		Final Raked Weight for Replicate 130	1390
RKW131		Final Raked Weight for Replicate 131	1391
RKW132		Final Raked Weight for Replicate 132	1392
RKW133		Final Raked Weight for Replicate 133	1393
RKW134		Final Raked Weight for Replicate 134	1394
RKW135		Final Raked Weight for Replicate 135	1395
RKW136		Final Raked Weight for Replicate 136	1396
RKW137		Final Raked Weight for Replicate 137	1397
RKW138		Final Raked Weight for Replicate 138	1398
RKW139		Final Raked Weight for Replicate 139	1399
RKW140		Final Raked Weight for Replicate 140	1400
RKW141		Final Raked Weight for Replicate 141	1401
RKW142		Final Raked Weight for Replicate 142	1402
RKW143		Final Raked Weight for Replicate 143	1403
RKW144		Final Raked Weight for Replicate 144	1404
RKW145		Final Raked Weight for Replicate 145	1405
RKW146		Final Raked Weight for Replicate 146	1406
RKW147		Final Raked Weight for Replicate 147	1407
RKW148		Final Raked Weight for Replicate 148	1408
RKW149		Final Raked Weight for Replicate 149	1409
RKW150		Final Raked Weight for Replicate 150	1410
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RKW154		Final Raked Weight for Replicate 154	1414
RKW155		Final Raked Weight for Replicate 155	1415
RKW156		Final Raked Weight for Replicate 156	1416
RKW157		Final Raked Weight for Replicate 157	1417
RKW158		Final Raked Weight for Replicate 158	1418
RKW159		Final Raked Weight for Replicate 159	1419
RKW160		Final Raked Weight for Replicate 160	1420
RKW161		Final Raked Weight for Replicate 161	1421
RKW162		Final Raked Weight for Replicate 162	1422
RKW163		Final Raked Weight for Replicate 163	1423
RKW164		Final Raked Weight for Replicate 164	1424
RKW165		Final Raked Weight for Replicate 165	1425
RKW166		Final Raked Weight for Replicate 166	1426
RKW167		Final Raked Weight for Replicate 167	1427
RKW168		Final Raked Weight for Replicate 168	1428
RKW169		Final Raked Weight for Replicate 169	1429
RKW170		Final Raked Weight for Replicate 170	1430
RSTATUS		WEOA 2005 Resp Status	1431
SMPTVSTR		Taylor's Series Achieved Smp Size In Var	1432

Appendix H

Frequency and Percentage Distributions for Variables in the Survey Analysis Files

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

SRED1

What is the highest degree or level of school that you have completed? Mark the one answer that describes the highest grade or degree that you have completed.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0001-0002	2	EA013_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1420	1.6	-9	.	No response
8	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
171	0.2	1	1	12 years or less of school (no diploma)
4719	5.2	2	2	High school graduate--high school diploma or equivalent (e.g., GED)
5255	5.8	3	3	Some college credit, but less than 1 year
6232	6.9	4	4	1 or more years of college, no degree
2946	3.2	5	5	Associate's degree (for example, AA, AS)
8154	9.0	6	6	Bachelor's degree (for example, BA, AB, BS)
6893	7.6	7	7	Master's, doctoral, or professional school degree (for example, MA, MS, MEng, MBA, MSW, PhD, MD, JD, DVM)
91024	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

SRMARST

What is your marital status? Mark one.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0003-0004	2	EA044_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1457	1.6	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
22733	25.0	1	1	Married
675	0.7	2	2	Separated
2138	2.4	3	3	Divorced
44	0.1	4	4	Widowed
8750	9.6	5	5	Never married
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

SRHISPAS Is your spouse/significant other Spanish/Hispanic/Latino?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0005-0006	2	EA063_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
187	0.2	-9	.	No response
55226	60.7	-1	.B	No survey return
8174	9.0	-6	.N	Not applicable
23613	25.9	1	1	No, not Spanish/Hispanic/Latino
3824	4.2	2	2	Yes, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/Hispanic/Latino
91024	100.0	TOTALS		

SRHISPASU = SRHISPAS, SRRACEASU = SRRACEAS, SRRACEBSU = SRRACEBS, SRRACECSU = SRRACECS, SRRACEDSU = SRRACEDS, SRRACEESU = SRRACEES, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If SRHISPASK = 1 then do; SRHISPAS = .N; SRRACEAS = .N; SRRACEBS = .N; SRRACECS = .N; SRRACEDS = .N; SRRACEES = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

DEPDNTS

Do you have a child, children, or other legal dependents
based on the definition above?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0007-0008	2	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1555	1.7	-9	.	No response
55226	60.7	-1	.B	No survey return
14643	16.1	1	1	No
19600	21.5	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

EA023

Are you currently in a military work environment where
members of your race/ethnicity are uncommon?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0009-0010	2	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1852	2.0	-9	.	No response
55226	60.7	-1	.B	No survey return
26342	28.9	1	1	No
7604	8.4	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

EA024 Overall, how satisfied are you with the military way of life?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0011-0012	2	EA089_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1792	2.0	-9	.	No response
2	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
1143	1.3	1	1	Very dissatisfied
3876	4.3	2	2	Dissatisfied
4901	5.4	3	3	Neither satisfied nor dissatisfied
18044	19.8	4	4	Satisfied
6040	6.6	5	5	Very satisfied
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How much do you agree or disagree with each of the following
statements? Mark one answer for each statement.

EA025A I enjoy serving in the military

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0013-0014	2	EA084_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1937	2.1	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
625	0.7	1	1	Strongly disagree
1481	1.6	2	2	Disagree
3471	3.8	3	3	Neither agree nor disagree
15788	17.3	4	4	Agree
12495	13.7	5	5	Strongly agree
91024	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How much do you agree or disagree with each of the following statements? Mark one answer for each statement.

EA025B Serving in the military is consistent with my personal goals

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0015-0016	2	EA084_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2124	2.3	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
1063	1.2	1	1	Strongly disagree
3118	3.4	2	2	Disagree
5272	5.8	3	3	Neither agree nor disagree
15021	16.5	4	4	Agree
9199	10.1	5	5	Strongly agree
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How much do you agree or disagree with each of the following statements? Mark one answer for each statement.

EA025C If I left the military, I would feel like I'm starting all over again

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0017-0018	2	EA084_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2074	2.3	-9	.	No response
55226	60.7	-1	.B	No survey return
2911	3.2	1	1	Strongly disagree
7271	8.0	2	2	Disagree
6038	6.6	3	3	Neither agree nor disagree
10325	11.3	4	4	Agree
7179	7.9	5	5	Strongly agree
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How much do you agree or disagree with each of the following
statements? Mark one answer for each statement.

EA025D I would feel guilty if I left the military

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0019-0020	2	EA084_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2233	2.5	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
8786	9.7	1	1	Strongly disagree
10695	11.8	2	2	Disagree
7670	8.4	3	3	Neither agree nor disagree
4512	5.0	4	4	Agree
1901	2.1	5	5	Strongly agree
91024	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How much do you agree or disagree with each of the following statements? Mark one answer for each statement.

EA025E Generally, on a day-to-day basis, I am happy with my life
in the military

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0021-0022	2	EA149_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2031	2.2	-9	.	No response
55226	60.7	-1	.B	No survey return
1270	1.4	1	1	Strongly disagree
3463	3.8	2	2	Disagree
5718	6.3	3	3	Neither agree nor disagree
17228	18.9	4	4	Agree
6088	6.7	5	5	Strongly agree
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How much do you agree or disagree with each of the following statements? Mark one answer for each statement.

EA025F It would be difficult for me to leave the military and give up the benefits that are available in the Service

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0023-0024	2	EA149_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1983	2.2	-9	.	No response
55226	60.7	-1	.B	No survey return
3011	3.3	1	1	Strongly disagree
6792	7.5	2	2	Disagree
6146	6.8	3	3	Neither agree nor disagree
11380	12.5	4	4	Agree
6486	7.1	5	5	Strongly agree
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How much do you agree or disagree with each of the following statements? Mark one answer for each statement.

EA025G I would not leave the military right now because I have a sense of obligation to the people in it

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0025-0026	2	EA149_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2020	2.2	-9	.	No response
55226	60.7	-1	.B	No survey return
3486	3.8	1	1	Strongly disagree
7258	8.0	2	2	Disagree
8763	9.6	3	3	Neither agree nor disagree
9535	10.5	4	4	Agree
4736	5.2	5	5	Strongly agree
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How much do you agree or disagree with each of the following
statements? Mark one answer for each statement.

EA025H I really feel as if the military's values are my own

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0027-0028	2	EA149_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2076	2.3	-9	.	No response
55226	60.7	-1	.B	No survey return
1555	1.7	1	1	Strongly disagree
2680	2.9	2	2	Disagree
6898	7.6	3	3	Neither agree nor disagree
14777	16.2	4	4	Agree
7812	8.6	5	5	Strongly agree
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How much do you agree or disagree with each of the following statements? Mark one answer for each statement.

EA025I I would have difficulty finding a job if I left the
military

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0029-0030	2	EA149_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2114	2.3	-9	.	No response
55226	60.7	-1	.B	No survey return
14670	16.1	1	1	Strongly disagree
11019	12.1	2	2	Disagree
4896	5.4	3	3	Neither agree nor disagree
2116	2.3	4	4	Agree
983	1.1	5	5	Strongly agree
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How much do you agree or disagree with each of the following statements? Mark one answer for each statement.

EA025J Generally, on a day-to-day basis, I am proud to be in the military

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0031-0032	2	EA084_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2046	2.3	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
403	0.4	1	1	Strongly disagree
647	0.7	2	2	Disagree
2964	3.3	3	3	Neither agree nor disagree
13958	15.3	4	4	Agree
15779	17.3	5	5	Strongly agree
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How much do you agree or disagree with each of the following statements? Mark one answer for each statement.

EA025K If I left the military, I would feel like I had let my country down

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0033-0034	2	EA149_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1997	2.2	-9	.	No response
55226	60.7	-1	.B	No survey return
9948	10.9	1	1	Strongly disagree
12270	13.5	2	2	Disagree
6487	7.1	3	3	Neither agree nor disagree
3438	3.8	4	4	Agree
1658	1.8	5	5	Strongly agree
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How much do you agree or disagree with each of the following statements? Mark one answer for each statement.

EA025L I continue to serve in the military because leaving would require considerable sacrifice

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0035-0036	2	EA149_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2064	2.3	-9	.	No response
55226	60.7	-1	.B	No survey return
6680	7.3	1	1	Strongly disagree
12024	13.2	2	2	Disagree
8138	8.9	3	3	Neither agree nor disagree
5140	5.7	4	4	Agree
1752	1.9	5	5	Strongly agree
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How much do you agree or disagree with each of the following statements? Mark one answer for each statement.

EA025M I feel like being a member of the military can help me
achieve what I want in life

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0037-0038	2	EA149_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2039	2.2	-9	.	No response
55226	60.7	-1	.B	No survey return
1570	1.7	1	1	Strongly disagree
2751	3.0	2	2	Disagree
7216	7.9	3	3	Neither agree nor disagree
16233	17.8	4	4	Agree
5989	6.6	5	5	Strongly agree
91024	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How much do you agree or disagree with each of the following statements? Mark one answer for each statement.

EA025N One of the problems with leaving the military would be the lack of available alternatives

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0039-0040	2	EA084_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2096	2.3	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
9739	10.7	1	1	Strongly disagree
11928	13.1	2	2	Disagree
6520	7.2	3	3	Neither agree nor disagree
4253	4.7	4	4	Agree
1261	1.4	5	5	Strongly agree
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How much do you agree or disagree with each of the following
statements? Mark one answer for each statement.

EA0250 I am committed to making the military my career

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0041-0042	2	EA149_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2116	2.3	-9	.	No response
55226	60.7	-1	.B	No survey return
3614	4.0	1	1	Strongly disagree
3258	3.6	2	2	Disagree
7633	8.4	3	3	Neither agree nor disagree
9657	10.6	4	4	Agree
9520	10.5	5	5	Strongly agree
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How much do you agree or disagree with each of the following statements? Mark one answer for each statement.

EA025P My Service's evaluation/selection system is effective in promoting its best members

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0043-0044	2	EA149_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2129	2.3	-9	.	No response
55226	60.7	-1	.B	No survey return
6352	7.0	1	1	Strongly disagree
8098	8.9	2	2	Disagree
7666	8.4	3	3	Neither agree nor disagree
9433	10.4	4	4	Agree
2120	2.3	5	5	Strongly agree
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How much do you agree or disagree with each of the following
statements? Mark one answer for each statement.

EA025Q I am proud to tell others that I am a member of my Service

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0045-0046	2	EA149_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2021	2.2	-9	.	No response
55226	60.7	-1	.B	No survey return
331	0.4	1	1	Strongly disagree
469	0.5	2	2	Disagree
2936	3.2	3	3	Neither agree nor disagree
12335	13.6	4	4	Agree
17706	19.5	5	5	Strongly agree
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

SRDULOC

Where is your permanent duty station located? Mark one.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0047-0048	2	EA037_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2050	2.3	-9	.	No response
2	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
26357	29.0	1	1	In one of the 50 states, DC, Puerto Rico, or a U.S. Territory or possession
3592	4.0	2	2	Europe (e.g., Bosnia-Herzegovina, Germany, Italy, Serbia, United Kingdom)
9	0.0	3	3	Former Soviet Union (e.g., Russia, Tajikistan, Uzbekistan)
3205	3.5	4	4	East Asia and Pacific (e.g., Australia, Japan, Korea)
262	0.3	5	5	North Africa, Near East or South Asia (e.g., Bahrain, Diego Garcia, Kuwait, Saudi Arabia)
8	0.0	6	6	Sub-Saharan Africa (e.g., Kenya, South Africa)
71	0.1	7	7	Western Hemisphere (e.g., Cuba, Honduras, Peru)
242	0.3	8	8	Other or not sure
91024	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

SRBAH

Where do you live at your permanent duty station? Mark one.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0049-0050	2	EA023_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1979	2.2	-9	.	No response
5	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
556	0.6	1	1	Aboard ship
4420	4.9	2	2	Barracks/dorm/BEQ/UEPH/BOQ/UOPH military facility
5666	6.2	3	3	Military family housing, on base
1277	1.4	4	4	Military family housing, off base
378	0.4	5	5	Privatized military housing that you rent on base
584	0.6	6	6	Privatized military housing that you rent off base
9517	10.5	7	7	Civilian housing that you own or pay a mortgage on
11021	12.1	8	8	Civilian housing that you rent
395	0.4	9	9	Other
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

EA030

Have you been deployed to a combat zone or an area where
you drew imminent danger or hostile fire pay since
September 11, 2001?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0051-0052	2	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2059	2.3	-9	.	No response
2	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
18595	20.4	1	1	No
15142	16.6	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

EA032

Are you currently on a deployment of 30 days or more?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0053-0054	2	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2090	2.3	-9	.	No response
55226	60.7	-1	.B	No survey return
30823	33.9	1	1	No
2885	3.2	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

What is the race/ethnic background of your immediate supervisor in your current military work group? Mark one or more to describe his/her race/ethnicity.

EA034A White

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA146_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2353	2.6	-9	.	No response
55226	60.7	-1	.B	No survey return
8480	9.3	1	1	Not Marked
24965	27.4	2	2	Marked
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

What is the race/ethnic background of your immediate supervisor in your current military work group? Mark one or more to describe his/her race/ethnicity.

EA034B Black or African American

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA146_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2353	2.6	-9	.	No response
55226	60.7	-1	.B	No survey return
27998	30.8	1	1	Not Marked
5447	6.0	2	2	Marked
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

What is the race/ethnic background of your immediate supervisor in your current military work group? Mark one or more to describe his/her race/ethnicity.

EA034C American Indian or Alaska Native

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA146_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2353	2.6	-9	.	No response
55226	60.7	-1	.B	No survey return
33264	36.5	1	1	Not Marked
181	0.2	2	2	Marked
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

What is the race/ethnic background of your immediate supervisor in your current military work group? Mark one or more to describe his/her race/ethnicity.

EA034D Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA146_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2353	2.6	-9	.	No response
55226	60.7	-1	.B	No survey return
32208	35.4	1	1	Not Marked
1237	1.4	2	2	Marked
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

What is the race/ethnic background of your immediate supervisor in your current military work group? Mark one or more to describe his/her race/ethnicity.

EA034E Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA146_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2353	2.6	-9	.	No response
55226	60.7	-1	.B	No survey return
33140	36.4	1	1	Not Marked
305	0.3	2	2	Marked
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

What is the race/ethnic background of your immediate supervisor in your current military work group? Mark one or more to describe his/her race/ethnicity.

EA034F Spanish/Hispanic/Latino

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA146_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2353	2.6	-9	.	No response
55226	60.7	-1	.B	No survey return
31333	34.4	1	1	Not Marked
2112	2.3	2	2	Marked
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How much do you agree or disagree with the following statements about
your supervisor? Mark one answer for each statement.

EA035A You trust your supervisor.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0055-0056	2	EA084_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2224	2.4	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
1151	1.3	1	1	Strongly disagree
2018	2.2	2	2	Disagree
4464	4.9	3	3	Neither agree nor disagree
14301	15.7	4	4	Agree
11639	12.8	5	5	Strongly agree
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How much do you agree or disagree with the following statements about your supervisor? Mark one answer for each statement.

EA035B Your supervisor ensures that all assigned personnel are treated fairly.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0057-0058	2	EA084_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2275	2.5	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
1124	1.2	1	1	Strongly disagree
2200	2.4	2	2	Disagree
4433	4.9	3	3	Neither agree nor disagree
13929	15.3	4	4	Agree
11836	13.0	5	5	Strongly agree
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How much do you agree or disagree with the following statements about your supervisor? Mark one answer for each statement.

EA035C There is very little conflict between your supervisor and the people who report to him/her.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0059-0060	2	EA084_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2252	2.5	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
1336	1.5	1	1	Strongly disagree
3076	3.4	2	2	Disagree
4950	5.4	3	3	Neither agree nor disagree
13972	15.4	4	4	Agree
10211	11.2	5	5	Strongly agree
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How much do you agree or disagree with the following statements about your supervisor? Mark one answer for each statement.

EA035D Your supervisor evaluates your work performance fairly.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0061-0062	2	EA149_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2263	2.5	-9	.	No response
55226	60.7	-1	.B	No survey return
951	1.0	1	1	Strongly disagree
1656	1.8	2	2	Disagree
5327	5.9	3	3	Neither agree nor disagree
14291	15.7	4	4	Agree
11310	12.4	5	5	Strongly agree
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How much do you agree or disagree with the following statements about your supervisor? Mark one answer for each statement.

EA035E Your supervisor assigns work fairly in your work group.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0063-0064	2	EA149_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2279	2.5	-9	.	No response
55226	60.7	-1	.B	No survey return
1071	1.2	1	1	Strongly disagree
2203	2.4	2	2	Disagree
5345	5.9	3	3	Neither agree nor disagree
14264	15.7	4	4	Agree
10636	11.7	5	5	Strongly agree
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How much do you agree or disagree with the following statements about your supervisor? Mark one answer for each statement.

EA035F You are satisfied with the direction/supervision you receive.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0065-0066	2	EA084_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2267	2.5	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
1861	2.0	1	1	Strongly disagree
2903	3.2	2	2	Disagree
5069	5.6	3	3	Neither agree nor disagree
13295	14.6	4	4	Agree
10402	11.4	5	5	Strongly agree
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How much do you agree or disagree with the following statements about the people you work with at your workplace? Mark one answer for each statement.

EA037A There is very little conflict among your coworkers.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0067-0068	2	EA084_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2304	2.5	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
1529	1.7	1	1	Strongly disagree
4943	5.4	2	2	Disagree
5693	6.3	3	3	Neither agree nor disagree
16099	17.7	4	4	Agree
5229	5.7	5	5	Strongly agree
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How much do you agree or disagree with the following statements about the people you work with at your workplace? Mark one answer for each statement.

EA037B Your coworkers put in the effort required for their jobs.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0069-0070	2	EA149_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2409	2.7	-9	.	No response
55226	60.7	-1	.B	No survey return
1232	1.4	1	1	Strongly disagree
3876	4.3	2	2	Disagree
5473	6.0	3	3	Neither agree nor disagree
16781	18.4	4	4	Agree
6027	6.6	5	5	Strongly agree
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How much do you agree or disagree with the following statements about the people you work with at your workplace? Mark one answer for each statement.

EA037C The people in your work group tend to get along.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0071-0072	2	EA084_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2411	2.7	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
635	0.7	1	1	Strongly disagree
1993	2.2	2	2	Disagree
4470	4.9	3	3	Neither agree nor disagree
19655	21.6	4	4	Agree
6633	7.3	5	5	Strongly agree
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How much do you agree or disagree with the following statements about the people you work with at your workplace? Mark one answer for each statement.

EA037D The people in your work group are willing to help each other.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0073-0074	2	EA149_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2372	2.6	-9	.	No response
55226	60.7	-1	.B	No survey return
740	0.8	1	1	Strongly disagree
2153	2.4	2	2	Disagree
4974	5.5	3	3	Neither agree nor disagree
17970	19.7	4	4	Agree
7589	8.3	5	5	Strongly agree
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How much do you agree or disagree with the following statements about the people you work with at your workplace? Mark one answer for each statement.

EA037E You are satisfied with the relationships you have with your coworkers.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0075-0076	2	EA149_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2372	2.6	-9	.	No response
55226	60.7	-1	.B	No survey return
745	0.8	1	1	Strongly disagree
1926	2.1	2	2	Disagree
5019	5.5	3	3	Neither agree nor disagree
18439	20.3	4	4	Agree
7297	8.0	5	5	Strongly agree
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How much do you agree or disagree with the following statements about the people you work with at your workplace? Mark one answer for each statement.

EA037F You put more effort into your job than your coworkers do.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0077-0078	2	EA084_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2326	2.6	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
559	0.6	1	1	Strongly disagree
3702	4.1	2	2	Disagree
14295	15.7	3	3	Neither agree nor disagree
9395	10.3	4	4	Agree
5520	6.1	5	5	Strongly agree
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How much do you agree or disagree with the following statements about
your workplace? Mark one answer for each statement.

EA038A I know what is expected of me at work.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0079-0080	2	EA084_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2570	2.8	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
275	0.3	1	1	Strongly disagree
1147	1.3	2	2	Disagree
1924	2.1	3	3	Neither agree nor disagree
16776	18.4	4	4	Agree
13105	14.4	5	5	Strongly agree
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How much do you agree or disagree with the following statements about your workplace? Mark one answer for each statement.

EA038B I have the materials and equipment I need to do my work right.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0081-0082	2	EA084_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2654	2.9	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
1495	1.6	1	1	Strongly disagree
4726	5.2	2	2	Disagree
4298	4.7	3	3	Neither agree nor disagree
15399	16.9	4	4	Agree
7225	7.9	5	5	Strongly agree
91024	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How much do you agree or disagree with the following statements about your workplace? Mark one answer for each statement.

EA038C At work, I have the opportunity to do what I do best every day.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0083-0084	2	EA149_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2661	2.9	-9	.	No response
55226	60.7	-1	.B	No survey return
1692	1.9	1	1	Strongly disagree
4682	5.1	2	2	Disagree
5829	6.4	3	3	Neither agree nor disagree
13782	15.1	4	4	Agree
7152	7.9	5	5	Strongly agree
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How much do you agree or disagree with the following statements about your workplace? Mark one answer for each statement.

EA038D In the last 7 days, I have received recognition or praise for doing good work.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0085-0086	2	EA084_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2619	2.9	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
3813	4.2	1	1	Strongly disagree
6873	7.6	2	2	Disagree
7380	8.1	3	3	Neither agree nor disagree
10446	11.5	4	4	Agree
4666	5.1	5	5	Strongly agree
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How much do you agree or disagree with the following statements about your workplace? Mark one answer for each statement.

EA038E My supervisor, or someone at work, seems to care about me as a person.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0087-0088	2	EA149_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2622	2.9	-9	.	No response
55226	60.7	-1	.B	No survey return
1395	1.5	1	1	Strongly disagree
2057	2.3	2	2	Disagree
5775	6.3	3	3	Neither agree nor disagree
15707	17.3	4	4	Agree
8242	9.1	5	5	Strongly agree
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How much do you agree or disagree with the following statements about your workplace? Mark one answer for each statement.

EA038F There is someone at work who encourages my development.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0089-0090	2	EA084_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2604	2.9	-9	.	No response
2	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
1371	1.5	1	1	Strongly disagree
3777	4.2	2	2	Disagree
6700	7.4	3	3	Neither agree nor disagree
14772	16.2	4	4	Agree
6572	7.2	5	5	Strongly agree
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How much do you agree or disagree with the following statements about
your workplace? Mark one answer for each statement.

EA038G At work, my opinions seem to count.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0091-0092	2	EA149_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2633	2.9	-9	.	No response
55226	60.7	-1	.B	No survey return
1937	2.1	1	1	Strongly disagree
3170	3.5	2	2	Disagree
5548	6.1	3	3	Neither agree nor disagree
15441	17.0	4	4	Agree
7069	7.8	5	5	Strongly agree
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How much do you agree or disagree with the following statements about your workplace? Mark one answer for each statement.

EA038H The mission/purpose of my Service makes me feel my job is important.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0093-0094	2	EA149_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2672	2.9	-9	.	No response
55226	60.7	-1	.B	No survey return
1399	1.5	1	1	Strongly disagree
2468	2.7	2	2	Disagree
5112	5.6	3	3	Neither agree nor disagree
15354	16.9	4	4	Agree
8793	9.7	5	5	Strongly agree
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How much do you agree or disagree with the following statements about your workplace? Mark one answer for each statement.

EA038I My coworkers are committed to doing quality work.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0095-0096	2	EA149_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2682	3.0	-9	.	No response
55226	60.7	-1	.B	No survey return
826	0.9	1	1	Strongly disagree
2371	2.6	2	2	Disagree
6474	7.1	3	3	Neither agree nor disagree
17158	18.9	4	4	Agree
6287	6.9	5	5	Strongly agree
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How much do you agree or disagree with the following statements about
your workplace? Mark one answer for each statement.

EA038J I have a best friend at work.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0097-0098	2	EA084_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2699	3.0	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
4201	4.6	1	1	Strongly disagree
9387	10.3	2	2	Disagree
9163	10.1	3	3	Neither agree nor disagree
7026	7.7	4	4	Agree
3321	3.7	5	5	Strongly agree
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How much do you agree or disagree with the following statements about your workplace? Mark one answer for each statement.

EA038K In the last 6 months, someone at work has talked to me about my progress.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0099-0100	2	EA149_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2597	2.9	-9	.	No response
55226	60.7	-1	.B	No survey return
1676	1.8	1	1	Strongly disagree
4413	4.9	2	2	Disagree
4351	4.8	3	3	Neither agree nor disagree
15985	17.6	4	4	Agree
6776	7.4	5	5	Strongly agree
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How much do you agree or disagree with the following statements about your workplace? Mark one answer for each statement.

EA038L This last year, I have had opportunities at work to learn and to grow.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0101-0102	2	EA149_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2627	2.9	-9	.	No response
55226	60.7	-1	.B	No survey return
1166	1.3	1	1	Strongly disagree
2114	2.3	2	2	Disagree
3826	4.2	3	3	Neither agree nor disagree
16916	18.6	4	4	Agree
9149	10.1	5	5	Strongly agree
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How much do you agree or disagree with the following statements about your workplace? Mark one answer for each statement.

EA038M At my workplace, a person's job opportunities and promotions are based only on work-related characteristics.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0103-0104	2	EA149_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2645	2.9	-9	.	No response
55226	60.7	-1	.B	No survey return
3979	4.4	1	1	Strongly disagree
7117	7.8	2	2	Disagree
9260	10.2	3	3	Neither agree nor disagree
9513	10.5	4	4	Agree
3284	3.6	5	5	Strongly agree
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How much do you agree or disagree with the following statements about your workplace? Mark one answer for each statement.

EA038N My supervisor helps everyone in my work group feel included.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0105-0106	2	EA084_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2678	2.9	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
1611	1.8	1	1	Strongly disagree
2989	3.3	2	2	Disagree
7800	8.6	3	3	Neither agree nor disagree
15324	16.8	4	4	Agree
5395	5.9	5	5	Strongly agree
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How much do you agree or disagree with the following statements about your workplace? Mark one answer for each statement.

EA0380 I trust my supervisor to deal fairly with issues of equal treatment at my workplace.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0107-0108	2	EA084_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2712	3.0	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
1561	1.7	1	1	Strongly disagree
2133	2.3	2	2	Disagree
4869	5.4	3	3	Neither agree nor disagree
15772	17.3	4	4	Agree
8750	9.6	5	5	Strongly agree
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How much do you agree or disagree with the following statements about your workplace? Mark one answer for each statement.

EA038P At my workplace, all employees are kept well informed about issues and decisions that affect them.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0109-0110	2	EA149_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2674	2.9	-9	.	No response
55226	60.7	-1	.B	No survey return
2865	3.2	1	1	Strongly disagree
4659	5.1	2	2	Disagree
6002	6.6	3	3	Neither agree nor disagree
14082	15.5	4	4	Agree
5516	6.1	5	5	Strongly agree
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How much do you agree or disagree with the following statements about the work you do at your workplace? Mark one answer for each statement.

EA039A Your work provides you with a sense of pride.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0111-0112	2	EA149_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2583	2.8	-9	.	No response
55226	60.7	-1	.B	No survey return
963	1.1	1	1	Strongly disagree
2285	2.5	2	2	Disagree
4857	5.3	3	3	Neither agree nor disagree
15640	17.2	4	4	Agree
9470	10.4	5	5	Strongly agree
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How much do you agree or disagree with the following statements about the work you do at your workplace? Mark one answer for each statement.

EA039B Your work makes good use of your skills.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0113-0114	2	EA149_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2647	2.9	-9	.	No response
55226	60.7	-1	.B	No survey return
1931	2.1	1	1	Strongly disagree
3954	4.3	2	2	Disagree
4914	5.4	3	3	Neither agree nor disagree
14716	16.2	4	4	Agree
7636	8.4	5	5	Strongly agree
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How much do you agree or disagree with the following statements about the work you do at your workplace? Mark one answer for each statement.

EA039C You like the kind of work you do.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0115-0116	2	EA149_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2662	2.9	-9	.	No response
55226	60.7	-1	.B	No survey return
1972	2.2	1	1	Strongly disagree
3262	3.6	2	2	Disagree
5233	5.8	3	3	Neither agree nor disagree
13766	15.1	4	4	Agree
8903	9.8	5	5	Strongly agree
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How much do you agree or disagree with the following statements about the work you do at your workplace? Mark one answer for each statement.

EA039D Your job gives you the chance to acquire valuable skills.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0117-0118	2	EA149_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2606	2.9	-9	.	No response
55226	60.7	-1	.B	No survey return
1403	1.5	1	1	Strongly disagree
2520	2.8	2	2	Disagree
4985	5.5	3	3	Neither agree nor disagree
15292	16.8	4	4	Agree
8992	9.9	5	5	Strongly agree
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How much do you agree or disagree with the following statements about the work you do at your workplace? Mark one answer for each statement.

EA039E You are satisfied with your job as a whole.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0119-0120	2	EA149_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2631	2.9	-9	.	No response
55226	60.7	-1	.B	No survey return
1994	2.2	1	1	Strongly disagree
3417	3.8	2	2	Disagree
5463	6.0	3	3	Neither agree nor disagree
14775	16.2	4	4	Agree
7518	8.3	5	5	Strongly agree
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

Overall, how well prepared...

EA040A Are you to perform your wartime job?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0121-0122	2	EA151_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2679	2.9	-9	.	No response
55226	60.7	-1	.B	No survey return
584	0.6	1	1	Very poorly prepared
1471	1.6	2	2	Poorly prepared
6107	6.7	3	3	Neither well nor poorly prepared
15481	17.0	4	4	Well prepared
9476	10.4	5	5	Very well prepared
91024	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

Overall, how well prepared...

EA040B Is your unit to perform its wartime mission?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0123-0124	2	EA151_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2706	3.0	-9	.	No response
55226	60.7	-1	.B	No survey return
954	1.1	1	1	Very poorly prepared
2254	2.5	2	2	Poorly prepared
8137	8.9	3	3	Neither well nor poorly prepared
14490	15.9	4	4	Well prepared
7257	8.0	5	5	Very well prepared
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How would you rate...

EA041A Your current level of morale?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0125-0126	2	EA093_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2859	3.1	-9	.	No response
2	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
2235	2.5	1	1	Very low
4035	4.4	2	2	Low
11091	12.2	3	3	Moderate
10968	12.1	4	4	High
4608	5.1	5	5	Very high
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How would you rate...

EA041B The current level of morale in your unit?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0127-0128	2	EA093_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2779	3.1	-9	.	No response
2	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
2451	2.7	1	1	Very low
4794	5.3	2	2	Low
13798	15.2	3	3	Moderate
9530	10.5	4	4	High
2444	2.7	5	5	Very high
91024	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How much do you agree or disagree with the following statements about your unit? Mark one answer for each statement.

EA042A Service members in your unit really care about each other.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0129-0130	2	EA084_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2683	3.0	-9	.	No response
2	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
936	1.0	1	1	Strongly disagree
3361	3.7	2	2	Disagree
9155	10.1	3	3	Neither agree nor disagree
15921	17.5	4	4	Agree
3740	4.1	5	5	Strongly agree
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How much do you agree or disagree with the following statements about your unit? Mark one answer for each statement.

EA042B Service members in your unit work well as a team.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0131-0132	2	EA084_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2710	3.0	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
669	0.7	1	1	Strongly disagree
2235	2.5	2	2	Disagree
6802	7.5	3	3	Neither agree nor disagree
18546	20.4	4	4	Agree
4835	5.3	5	5	Strongly agree
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How much do you agree or disagree with the following statements about your unit? Mark one answer for each statement.

EA042C Service members in your unit pull together to get the job done.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0133-0134	2	EA084_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2698	3.0	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
540	0.6	1	1	Strongly disagree
1649	1.8	2	2	Disagree
5440	6.0	3	3	Neither agree nor disagree
18880	20.7	4	4	Agree
6590	7.2	5	5	Strongly agree
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How much do you agree or disagree with the following statements about your unit? Mark one answer for each statement.

EA042D Service members in your unit trust each other.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0135-0136	2	EA149_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2739	3.0	-9	.	No response
55226	60.7	-1	.B	No survey return
1488	1.6	1	1	Strongly disagree
3552	3.9	2	2	Disagree
9443	10.4	3	3	Neither agree nor disagree
14610	16.1	4	4	Agree
3966	4.4	5	5	Strongly agree
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

In the past month, how often have you...

EA043A Been upset because of something that happened unexpectedly?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0137-0138	2	EA139_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2883	3.2	-9	.	No response
55226	60.7	-1	.B	No survey return
2601	2.9	1	1	Never
8735	9.6	2	2	Almost never
14863	16.3	3	3	Sometimes
4654	5.1	4	4	Fairly often
2062	2.3	5	5	Very often
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

In the past month, how often have you...

EA043B Felt that you were unable to control the important things
in your life?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0139-0140	2	EA139_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2973	3.3	-9	.	No response
55226	60.7	-1	.B	No survey return
5540	6.1	1	1	Never
10410	11.4	2	2	Almost never
10624	11.7	3	3	Sometimes
3970	4.4	4	4	Fairly often
2281	2.5	5	5	Very often
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

In the past month, how often have you...

EA043C Felt nervous and stressed?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0141-0142	2	EA139_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2973	3.3	-9	.	No response
55226	60.7	-1	.B	No survey return
2785	3.1	1	1	Never
7765	8.5	2	2	Almost never
13635	15.0	3	3	Sometimes
5619	6.2	4	4	Fairly often
3021	3.3	5	5	Very often
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

In the past month, how often have you...

EA043D Felt confident about your ability to handle your personal problems?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0143-0144	2	EA055_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3087	3.4	-9	.	No response
3	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
1045	1.2	1	1	Never
1946	2.1	2	2	Almost never
5532	6.1	3	3	Sometimes
11081	12.2	4	4	Fairly often
13104	14.4	5	5	Very often
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

In the past month, how often have you...

EA043E Felt that things were going your way?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0145-0146	2	EA139_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3021	3.3	-9	.	No response
55226	60.7	-1	.B	No survey return
1089	1.2	1	1	Never
3423	3.8	2	2	Almost never
12684	13.9	3	3	Sometimes
11615	12.8	4	4	Fairly often
3966	4.4	5	5	Very often
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

In the past month, how often have you...

EA043F Found that you could not cope with all of the things you
 had to do?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0147-0148	2	EA055_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2936	3.2	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
10287	11.3	1	1	Never
11909	13.1	2	2	Almost never
7837	8.6	3	3	Sometimes
1964	2.2	4	4	Fairly often
864	1.0	5	5	Very often
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

In the past month, how often have you...

EA043G Been able to control irritations in your life?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0149-0150	2	EA055_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3037	3.3	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
1356	1.5	1	1	Never
2820	3.1	2	2	Almost never
8690	9.6	3	3	Sometimes
12604	13.9	4	4	Fairly often
7290	8.0	5	5	Very often
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

In the past month, how often have you...

EA043H Felt that you were on top of things?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0151-0152	2	EA139_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3099	3.4	-9	.	No response
55226	60.7	-1	.B	No survey return
595	0.7	1	1	Never
1964	2.2	2	2	Almost never
8649	9.5	3	3	Sometimes
14654	16.1	4	4	Fairly often
6837	7.5	5	5	Very often
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

In the past month, how often have you...

EA043I Been angered because of things that were outside of your control?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0153-0154	2	EA055_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2944	3.2	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
2748	3.0	1	1	Never
8418	9.3	2	2	Almost never
13714	15.1	3	3	Sometimes
5138	5.6	4	4	Fairly often
2835	3.1	5	5	Very often
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

In the past month, how often have you...

EA043J Felt difficulties were piling up so high that you could not overcome them?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0155-0156	2	EA055_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2980	3.3	-9	.	No response
2	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
9688	10.6	1	1	Never
12485	13.7	2	2	Almost never
7844	8.6	3	3	Sometimes
1862	2.1	4	4	Fairly often
937	1.0	5	5	Very often
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How true or false is each of the following statements for you? Mark one answer for each statement.

EA044A I am as healthy as anybody I know.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0157-0158	2	EA136_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2944	3.2	-9	.	No response
55226	60.7	-1	.B	No survey return
985	1.1	1	1	Definitely false
2925	3.2	2	2	Mostly false
18741	20.6	3	3	Mostly true
10203	11.2	4	4	Definitely true
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How true or false is each of the following statements for you? Mark one answer for each statement.

EA044B I seem to get sick a little easier than other people.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0159-0160	2	EA136_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3063	3.4	-9	.	No response
55226	60.7	-1	.B	No survey return
18382	20.2	1	1	Definitely false
11708	12.9	2	2	Mostly false
2198	2.4	3	3	Mostly true
447	0.5	4	4	Definitely true
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How true or false is each of the following statements for you? Mark one answer for each statement.

EA044C I expect my health to get worse.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0161-0162	2	EA026_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2991	3.3	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
17796	19.6	1	1	Definitely false
10718	11.8	2	2	Mostly false
3547	3.9	3	3	Mostly true
745	0.8	4	4	Definitely true
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How true or false is each of the following statements for you? Mark one answer for each statement.

EA044D My health is excellent.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0163-0164	2	EA026_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2957	3.3	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
1170	1.3	1	1	Definitely false
2932	3.2	2	2	Mostly false
17925	19.7	3	3	Mostly true
10813	11.9	4	4	Definitely true
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Mark one answer for each statement.

EA047A You were rated lower than you deserved on your last evaluation.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0165-0166	2	EA101_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4035	4.4	-9	.	No response
2	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
872	1.0	1	1	Yes, and my race/ethnicity was a factor
4584	5.0	2	2	Yes, but my race/ethnicity was NOT a factor
26305	28.9	3	3	No, or does not apply
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Mark one answer for each statement.

EA047B Your last evaluation contained unjustified negative comments.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0167-0168	2	EA153_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4156	4.6	-9	.	No response
55226	60.7	-1	.B	No survey return
344	0.4	1	1	Yes, and my race/ethnicity was a factor
1403	1.5	2	2	Yes, but my race/ethnicity was NOT a factor
29895	32.8	3	3	No, or does not apply
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Mark one answer for each statement.

EA047C You were held to a higher performance standard than others.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0169-0170	2	EA101_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4214	4.6	-9	.	No response
3	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
868	1.0	1	1	Yes, and my race/ethnicity was a factor
7106	7.8	2	2	Yes, but my race/ethnicity was NOT a factor
23607	25.9	3	3	No, or does not apply
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Mark one answer for each statement.

EA047D You did not get an award or decoration given to others in similar circumstances.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0171-0172	2	EA101_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4225	4.6	-9	.	No response
2	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
874	1.0	1	1	Yes, and my race/ethnicity was a factor
4968	5.5	2	2	Yes, but my race/ethnicity was NOT a factor
25729	28.3	3	3	No, or does not apply
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Mark one answer for each statement.

EA047E Your current assignment has not made use of your job skills.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0173-0174	2	EA153_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4213	4.6	-9	.	No response
55226	60.7	-1	.B	No survey return
410	0.5	1	1	Yes, and my race/ethnicity was a factor
5839	6.4	2	2	Yes, but my race/ethnicity was NOT a factor
25336	27.8	3	3	No, or does not apply
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Mark one answer for each statement.

EA047F You were not able to attend a major school needed for your specialty.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0175-0176	2	EA153_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4136	4.5	-9	.	No response
55226	60.7	-1	.B	No survey return
297	0.3	1	1	Yes, and my race/ethnicity was a factor
3042	3.3	2	2	Yes, but my race/ethnicity was NOT a factor
28323	31.1	3	3	No, or does not apply
91024	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Mark one answer for each statement.

EA047G You did not get to go to short (1- to 3-day) courses that would provide you with needed skills.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0177-0178	2	EA153_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4168	4.6	-9	.	No response
55226	60.7	-1	.B	No survey return
232	0.3	1	1	Yes, and my race/ethnicity was a factor
3319	3.7	2	2	Yes, but my race/ethnicity was NOT a factor
28079	30.9	3	3	No, or does not apply
91024	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Mark one answer for each statement.

EA047H You received lower grades than you deserved in your training.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0179-0180	2	EA153_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4230	4.7	-9	.	No response
55226	60.7	-1	.B	No survey return
167	0.2	1	1	Yes, and my race/ethnicity was a factor
817	0.9	2	2	Yes, but my race/ethnicity was NOT a factor
30584	33.6	3	3	No, or does not apply
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Mark one answer for each statement.

EA047I You did not get a job assignment that you wanted because of scores that you got on tests.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0181-0182	2	EA153_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4285	4.7	-9	.	No response
55226	60.7	-1	.B	No survey return
112	0.1	1	1	Yes, and my race/ethnicity was a factor
850	0.9	2	2	Yes, but my race/ethnicity was NOT a factor
30551	33.6	3	3	No, or does not apply
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Mark one answer for each statement.

EA047J Your current assignment is not good for your career if you continue in the military.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0183-0184	2	EA153_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4335	4.8	-9	.	No response
55226	60.7	-1	.B	No survey return
336	0.4	1	1	Yes, and my race/ethnicity was a factor
4608	5.1	2	2	Yes, but my race/ethnicity was NOT a factor
26519	29.1	3	3	No, or does not apply
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Mark one answer for each statement.

EA047K You did not receive day-to-day, short-term tasks that would help you prepare for advancement.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0185-0186	2	EA101_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4229	4.7	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
281	0.3	1	1	Yes, and my race/ethnicity was a factor
3436	3.8	2	2	Yes, but my race/ethnicity was NOT a factor
27851	30.6	3	3	No, or does not apply
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Mark one answer for each statement.

EA047L You did not have a professional relationship with someone who advised (mentored) you on career development or advancement.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0187-0188	2	EA101_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4235	4.7	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
540	0.6	1	1	Yes, and my race/ethnicity was a factor
5375	5.9	2	2	Yes, but my race/ethnicity was NOT a factor
25647	28.2	3	3	No, or does not apply
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Mark one answer for each statement.

EA047M You did not learn until it was too late of opportunities that would help your career.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0189-0190	2	EA153_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4322	4.8	-9	.	No response
55226	60.7	-1	.B	No survey return
491	0.5	1	1	Yes, and my race/ethnicity was a factor
4638	5.1	2	2	Yes, but my race/ethnicity was NOT a factor
26347	29.0	3	3	No, or does not apply
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Mark one answer for each statement.

EA047N You were unable to get straight answers about your promotion possibilities.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0191-0192	2	EA153_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4336	4.8	-9	.	No response
55226	60.7	-1	.B	No survey return
518	0.6	1	1	Yes, and my race/ethnicity was a factor
3916	4.3	2	2	Yes, but my race/ethnicity was NOT a factor
27028	29.7	3	3	No, or does not apply
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Mark one answer for each statement.

EA0470 You or your family were discriminated against when seeking non-government housing.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0193-0194	2	EA101_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4344	4.8	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
266	0.3	1	1	Yes, and my race/ethnicity was a factor
508	0.6	2	2	Yes, but my race/ethnicity was NOT a factor
30679	33.7	3	3	No, or does not apply
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Mark one answer for each statement.

EA047P You or your family were made to feel unwelcome by a local business (for example, a store or restaurant).

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0195-0196	2	EA101_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4255	4.7	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
1898	2.1	1	1	Yes, and my race/ethnicity was a factor
925	1.0	2	2	Yes, but my race/ethnicity was NOT a factor
28719	31.6	3	3	No, or does not apply
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Mark one answer for each statement.

EA047Q You or your family did not get appropriate medical care.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0197-0198	2	EA153_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4289	4.7	-9	.	No response
55226	60.7	-1	.B	No survey return
214	0.2	1	1	Yes, and my race/ethnicity was a factor
2463	2.7	2	2	Yes, but my race/ethnicity was NOT a factor
28832	31.7	3	3	No, or does not apply
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Mark one answer for each statement.

EA047R You or your family got poorer military support service (for example, at commissaries, exchanges, clubs, and rec centers) than others did.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0199-0200	2	EA153_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4282	4.7	-9	.	No response
55226	60.7	-1	.B	No survey return
439	0.5	1	1	Yes, and my race/ethnicity was a factor
1107	1.2	2	2	Yes, but my race/ethnicity was NOT a factor
29970	32.9	3	3	No, or does not apply
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Mark one answer for each statement.

EA047S You were excluded by your peers from social activities.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0201-0202	2	EA153_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4304	4.7	-9	.	No response
55226	60.7	-1	.B	No survey return
601	0.7	1	1	Yes, and my race/ethnicity was a factor
1255	1.4	2	2	Yes, but my race/ethnicity was NOT a factor
29638	32.6	3	3	No, or does not apply
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Mark one answer for each statement.

EA047T Local civilian police harassed you or your family without cause.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0203-0204	2	EA153_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4392	4.8	-9	.	No response
55226	60.7	-1	.B	No survey return
539	0.6	1	1	Yes, and my race/ethnicity was a factor
532	0.6	2	2	Yes, but my race/ethnicity was NOT a factor
30335	33.3	3	3	No, or does not apply
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Mark one answer for each statement.

EA047U You or your family were watched more closely than others were by armed forces police.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0205-0206	2	EA153_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4225	4.6	-9	.	No response
55226	60.7	-1	.B	No survey return
489	0.5	1	1	Yes, and my race/ethnicity was a factor
428	0.5	2	2	Yes, but my race/ethnicity was NOT a factor
30656	33.7	3	3	No, or does not apply
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Mark one answer for each statement.

EA047V You were taken to nonjudicial punishment or court martial when you should not have been.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0207-0208	2	EA153_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4218	4.6	-9	.	No response
55226	60.7	-1	.B	No survey return
159	0.2	1	1	Yes, and my race/ethnicity was a factor
496	0.5	2	2	Yes, but my race/ethnicity was NOT a factor
30925	34.0	3	3	No, or does not apply
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Mark one answer for each statement.

EA047W You were punished for something that others did without being punished.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0209-0210	2	EA153_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4278	4.7	-9	.	No response
55226	60.7	-1	.B	No survey return
467	0.5	1	1	Yes, and my race/ethnicity was a factor
1339	1.5	2	2	Yes, but my race/ethnicity was NOT a factor
29714	32.6	3	3	No, or does not apply
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Mark one answer for each statement.

EA047X You were afraid for you or your family to go off the installation because of gang activity

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0211-0212	2	EA153_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4272	4.7	-9	.	No response
55226	60.7	-1	.B	No survey return
277	0.3	1	1	Yes, and my race/ethnicity was a factor
437	0.5	2	2	Yes, but my race/ethnicity was NOT a factor
30812	33.9	3	3	No, or does not apply
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Mark one answer for each statement.

EA047Y You were afraid for you or your family to go off the installation for other reasons.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0213-0214	2	EA153_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4263	4.7	-9	.	No response
55226	60.7	-1	.B	No survey return
283	0.3	1	1	Yes, and my race/ethnicity was a factor
585	0.6	2	2	Yes, but my race/ethnicity was NOT a factor
30667	33.7	3	3	No, or does not apply
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Mark one answer for each statement.

EA047Z You were afraid for you or your family because of gang activity on the installation.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0215-0216	2	EA153_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4286	4.7	-9	.	No response
55226	60.7	-1	.B	No survey return
129	0.1	1	1	Yes, and my race/ethnicity was a factor
334	0.4	2	2	Yes, but my race/ethnicity was NOT a factor
31049	34.1	3	3	No, or does not apply
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

EA048

Have you or your family had other bad, race/ethnic-related experiences during the past 12 months--experiences related to your job, an installation/ship, or a community around an installation?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0217-0218	2	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3984	4.4	-9	.	No response
3	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
29806	32.8	1	1	No
2005	2.2	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

EA049

Would you say that you or your family experienced racial/ethnic harassment or discrimination in what you said happened in the Personal Experiences questions? Mark one.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0219-0220	2	EA105_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
643	0.7	-9	.	No response
22	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
1018	1.1	1	1	Yes, racial/ethnic harassment
1882	2.1	2	2	Yes, racial/ethnic discrimination
977	1.1	3	3	Yes, both racial/ethnic harassment and discrimination
18742	20.6	4	4	No, neither racial/ethnic harassment nor discrimination
892	1.0	5	5	Does not apply; you did not mark that anything happened to you or your family because of race/ethnicity
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA049U = EA049, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA049SK = 1 then do; EA049 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

Which of the following best describe(s) the situation that during the past 12 months has bothered you most? Mark "Yes" or "No" for each item below that describes the situation you are going to tell us about in this section.

EA051A Offensive encounters with military personnel, DoD/Service employees and/or contractors (for example, your exposure to offensive race/ethnic-related speech, pictures/printed material, non-verbal looks, or dress)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0221-0222	2	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2278	2.5	-9	.	No response
2	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
19588	21.5	1	1	No
2308	2.5	2	2	Yes
91024	100.0	TOTALS		

EA051AU = EA051A, EA051BU = EA051B, EA051CU = EA051C, EA051DU = EA051D, EA051EU = EA051E, EA051FU = EA051F, EA051GU = EA051G, EA051HU = EA051H, EA051IU = EA051I, EA051JU = EA051J, EA051KU = EA051K, EA052U = EA052, EA053AU = EA053A, EA053BU = EA053B, EA053CU = EA053C, EA053DU = EA053D, EA053EU = EA053E, EA054U = EA054, EA055AU = EA055A, EA055BU = EA055B, EA055CU = EA055C, EA055DU = EA055D, EA055EU = EA055E, EA055FU = EA055F, EA055GU = EA055G, EA056U = EA056, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA051SK = 1 then do; EA051A = .N; EA051B = .N; EA051C = .N; EA051D = .N; EA051E = .N; EA051F = .N; EA051G = .N; EA051H = .N; EA051I = .N; EA051J = .N; EA051K = .N; EA052 = .N; EA053A = .N; EA053B = .N; EA053C = .N; EA053D = .N; EA053E = .N; EA054 = .N; EA055A = .N; EA055B = .N; EA055C = .N; EA055D = .N; EA055E = .N; EA055F = .N; EA055G = .N; EA056 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

Which of the following best describe(s) the situation that during the past 12 months has bothered you most? Mark "Yes" or "No" for each item below that describes the situation you are going to tell us about in this section.

EA051B Offensive encounters with civilians around your installation (for example, your exposure to offensive race/ethnic-related speech, pictures/printed material, non-verbal looks, or dress)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0223-0224	2	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2327	2.6	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
18667	20.5	1	1	No
3181	3.5	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA051AU = EA051A, EA051BU = EA051B, EA051CU = EA051C, EA051DU = EA051D, EA051EU = EA051E, EA051FU = EA051F, EA051GU = EA051G, EA051HU = EA051H, EA051IU = EA051I, EA051JU = EA051J, EA051KU = EA051K, EA052U = EA052, EA053AU = EA053A, EA053BU = EA053B, EA053CU = EA053C, EA053DU = EA053D, EA053EU = EA053E, EA054U = EA054, EA055AU = EA055A, EA055BU = EA055B, EA055CU = EA055C, EA055DU = EA055D, EA055EU = EA055E, EA055FU = EA055F, EA055GU = EA055G, EA056U = EA056, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA051SK = 1 then do; EA051A = .N; EA051B = .N; EA051C = .N; EA051D = .N; EA051E = .N; EA051F = .N; EA051G = .N; EA051H = .N; EA051I = .N; EA051J = .N; EA051K = .N; EA052 = .N; EA053A = .N; EA053B = .N; EA053C = .N; EA053D = .N; EA053E = .N; EA054 = .N; EA055A = .N; EA055B = .N; EA055C = .N; EA055D = .N; EA055E = .N; EA055F = .N; EA055G = .N; EA056 = .N; end; .N = (Not Applicable)

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Which of the following best describe(s) the situation that during the past 12 months has bothered you most? Mark "Yes" or "No" for each item below that describes the situation you are going to tell us about in this section.

EA051C Harm or threat of harm from military personnel, DoD/Service employees and/or contractors (for example, your experience(s) of race/ethnic-related threats, intimidation, vandalism, or physical assault)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0225-0226	2	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2414	2.7	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
21307	23.4	1	1	No
454	0.5	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA051AU = EA051A, EA051BU = EA051B, EA051CU = EA051C, EA051DU = EA051D, EA051EU = EA051E, EA051FU = EA051F, EA051GU = EA051G, EA051HU = EA051H, EA051IU = EA051I, EA051JU = EA051J, EA051KU = EA051K, EA052U = EA052, EA053AU = EA053A, EA053BU = EA053B, EA053CU = EA053C, EA053DU = EA053D, EA053EU = EA053E, EA054U = EA054, EA055AU = EA055A, EA055BU = EA055B, EA055CU = EA055C, EA055DU = EA055D, EA055EU = EA055E, EA055FU = EA055F, EA055GU = EA055G, EA056U = EA056, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA051SK = 1 then do; EA051A = .N; EA051B = .N; EA051C = .N; EA051D = .N; EA051E = .N; EA051F = .N; EA051G = .N; EA051H = .N; EA051I = .N; EA051J = .N; EA051K = .N; EA052 = .N; EA053A = .N; EA053B = .N; EA053C = .N; EA053D = .N; EA053E = .N; EA054 = .N; EA055A = .N; EA055B = .N; EA055C = .N; EA055D = .N; EA055E = .N; EA055F = .N; EA055G = .N; EA056 = .N; end; .N = (Not Applicable)

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Which of the following best describe(s) the situation that during the past 12 months has bothered you most? Mark "Yes" or "No" for each item below that describes the situation you are going to tell us about in this section.

EA051D Harm or threat of harm from civilians around your installation (for example, your experience(s) of race/ethnic-related threats, intimidation, vandalism, or physical assault)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0227-0228	2	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2388	2.6	-9	.	No response
2	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
20795	22.9	1	1	No
991	1.1	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA051AU = EA051A, EA051BU = EA051B, EA051CU = EA051C, EA051DU = EA051D, EA051EU = EA051E, EA051FU = EA051F, EA051GU = EA051G, EA051HU = EA051H, EA051IU = EA051I, EA051JU = EA051J, EA051KU = EA051K, EA052U = EA052, EA053AU = EA053A, EA053BU = EA053B, EA053CU = EA053C, EA053DU = EA053D, EA053EU = EA053E, EA054U = EA054, EA055AU = EA055A, EA055BU = EA055B, EA055CU = EA055C, EA055DU = EA055D, EA055EU = EA055E, EA055FU = EA055F, EA055GU = EA055G, EA056U = EA056, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA051SK = 1 then do; EA051A = .N; EA051B = .N; EA051C = .N; EA051D = .N; EA051E = .N; EA051F = .N; EA051G = .N; EA051H = .N; EA051I = .N; EA051J = .N; EA051K = .N; EA052 = .N; EA053A = .N; EA053B = .N; EA053C = .N; EA053D = .N; EA053E = .N; EA054 = .N; EA055A = .N; EA055B = .N; EA055C = .N; EA055D = .N; EA055E = .N; EA055F = .N; EA055G = .N; EA056 = .N; end; .N = (Not Applicable)

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Which of the following best describe(s) the situation that during the past 12 months has bothered you most? Mark "Yes" or "No" for each item below that describes the situation you are going to tell us about in this section.

EA051E Assignment/career discrimination (for example, your experience(s) of racial/ethnic discrimination in assignments, daily tasks, availability of mentorship, access to information about career opportunities or promotion potential)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0229-0230	2	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2368	2.6	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
20207	22.2	1	1	No
1600	1.8	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA051AU = EA051A, EA051BU = EA051B, EA051CU = EA051C, EA051DU = EA051D, EA051EU = EA051E, EA051FU = EA051F, EA051GU = EA051G, EA051HU = EA051H, EA051IU = EA051I, EA051JU = EA051J, EA051KU = EA051K, EA052U = EA052, EA053AU = EA053A, EA053BU = EA053B, EA053CU = EA053C, EA053DU = EA053D, EA053EU = EA053E, EA054U = EA054, EA055AU = EA055A, EA055BU = EA055B, EA055CU = EA055C, EA055DU = EA055D, EA055EU = EA055E, EA055FU = EA055F, EA055GU = EA055G, EA056U = EA056, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA051SK = 1 then do; EA051A = .N; EA051B = .N; EA051C = .N; EA051D = .N; EA051E = .N; EA051F = .N; EA051G = .N; EA051H = .N; EA051I = .N; EA051J = .N; EA051K = .N; EA052 = .N; EA053A = .N; EA053B = .N; EA053C = .N; EA053D = .N; EA053E = .N; EA054 = .N; EA055A = .N; EA055B = .N; EA055C = .N; EA055D = .N; EA055E = .N; EA055F = .N; EA055G = .N; EA056 = .N; end; .N = (Not Applicable)

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Which of the following best describe(s) the situation that during the past 12 months has bothered you most? Mark "Yes" or "No" for each item below that describes the situation you are going to tell us about in this section.

EA051F Evaluation discrimination (for example, your experience(s) of race/ethnic-motivated negative evaluations, differences in performance standards, and distribution of awards/decorations)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0231-0232	2	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2580	2.8	-9	.	No response
2	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
19980	22.0	1	1	No
1614	1.8	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA051AU = EA051A, EA051BU = EA051B, EA051CU = EA051C, EA051DU = EA051D, EA051EU = EA051E, EA051FU = EA051F, EA051GU = EA051G, EA051HU = EA051H, EA051IU = EA051I, EA051JU = EA051J, EA051KU = EA051K, EA052U = EA052, EA053AU = EA053A, EA053BU = EA053B, EA053CU = EA053C, EA053DU = EA053D, EA053EU = EA053E, EA054U = EA054, EA055AU = EA055A, EA055BU = EA055B, EA055CU = EA055C, EA055DU = EA055D, EA055EU = EA055E, EA055FU = EA055F, EA055GU = EA055G, EA056U = EA056, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA051SK = 1 then do; EA051A = .N; EA051B = .N; EA051C = .N; EA051D = .N; EA051E = .N; EA051F = .N; EA051G = .N; EA051H = .N; EA051I = .N; EA051J = .N; EA051K = .N; EA052 = .N; EA053A = .N; EA053B = .N; EA053C = .N; EA053D = .N; EA053E = .N; EA054 = .N; EA055A = .N; EA055B = .N; EA055C = .N; EA055D = .N; EA055E = .N; EA055F = .N; EA055G = .N; EA056 = .N; end; .N = (Not Applicable)

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Which of the following best describe(s) the situation that during the past 12 months has bothered you most? Mark "Yes" or "No" for each item below that describes the situation you are going to tell us about in this section.

EA051G Undue punishment (for example, your experience(s) of nonjudicial punishment, or additional punishment(s) because of your race/ethnicity)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0233-0234	2	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2369	2.6	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
21219	23.3	1	1	No
587	0.6	2	2	Yes
91024	100.0	TOTALS		

EA051AU = EA051A, EA051BU = EA051B, EA051CU = EA051C, EA051DU = EA051D, EA051EU = EA051E, EA051FU = EA051F, EA051GU = EA051G, EA051HU = EA051H, EA051IU = EA051I, EA051JU = EA051J, EA051KU = EA051K, EA052U = EA052, EA053AU = EA053A, EA053BU = EA053B, EA053CU = EA053C, EA053DU = EA053D, EA053EU = EA053E, EA054U = EA054, EA055AU = EA055A, EA055BU = EA055B, EA055CU = EA055C, EA055DU = EA055D, EA055EU = EA055E, EA055FU = EA055F, EA055GU = EA055G, EA056U = EA056, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA051SK = 1 then do; EA051A = .N; EA051B = .N; EA051C = .N; EA051D = .N; EA051E = .N; EA051F = .N; EA051G = .N; EA051H = .N; EA051I = .N; EA051J = .N; EA051K = .N; EA052 = .N; EA053A = .N; EA053B = .N; EA053C = .N; EA053D = .N; EA053E = .N; EA054 = .N; EA055A = .N; EA055B = .N; EA055C = .N; EA055D = .N; EA055E = .N; EA055F = .N; EA055G = .N; EA056 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
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Which of the following best describe(s) the situation that during the past 12 months has bothered you most? Mark "Yes" or "No" for each item below that describes the situation you are going to tell us about in this section.

EA051H Training/testing discrimination (for example, your experience(s) of unfair training scores, and/or lack of access to schools/training because of your race/ethnicity)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0235-0236	2	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2438	2.7	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
21204	23.3	1	1	No
533	0.6	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA051AU = EA051A, EA051BU = EA051B, EA051CU = EA051C, EA051DU = EA051D, EA051EU = EA051E, EA051FU = EA051F, EA051GU = EA051G, EA051HU = EA051H, EA051IU = EA051I, EA051JU = EA051J, EA051KU = EA051K, EA052U = EA052, EA053AU = EA053A, EA053BU = EA053B, EA053CU = EA053C, EA053DU = EA053D, EA053EU = EA053E, EA054U = EA054, EA055AU = EA055A, EA055BU = EA055B, EA055CU = EA055C, EA055DU = EA055D, EA055EU = EA055E, EA055FU = EA055F, EA055GU = EA055G, EA056U = EA056, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA051SK = 1 then do;
EA051A = .N; EA051B = .N; EA051C = .N; EA051D = .N; EA051E = .N; EA051F = .N; EA051G = .N; EA051H = .N; EA051I = .N; EA051J = .N; EA051K = .N; EA052 = .N; EA053A = .N; EA053B = .N; EA053C = .N; EA053D = .N; EA053E = .N; EA054 = .N; EA055A = .N; EA055B = .N; EA055C = .N; EA055D = .N; EA055E = .N; EA055F = .N; EA055G = .N; EA056 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
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Which of the following best describe(s) the situation that during the past 12 months has bothered you most? Mark "Yes" or "No" for each item below that describes the situation you are going to tell us about in this section.

EA051I Discrimination by service providers (for example, your or your family's experience(s) of race/ethnic-motivated poorer customer service in civilian/military stores, lack of access to non-governmental housing, and scrutiny from civilian/military police

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0237-0238	2	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2431	2.7	-9	.	No response
2	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
20715	22.8	1	1	No
1028	1.1	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA051AU = EA051A, EA051BU = EA051B, EA051CU = EA051C, EA051DU = EA051D, EA051EU = EA051E, EA051FU = EA051F, EA051GU = EA051G, EA051HU = EA051H, EA051IU = EA051I, EA051JU = EA051J, EA051KU = EA051K, EA052U = EA052, EA053AU = EA053A, EA053BU = EA053B, EA053CU = EA053C, EA053DU = EA053D, EA053EU = EA053E, EA054U = EA054, EA055AU = EA055A, EA055BU = EA055B, EA055CU = EA055C, EA055DU = EA055D, EA055EU = EA055E, EA055FU = EA055F, EA055GU = EA055G, EA056U = EA056, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA051SK = 1 then do;
EA051A = .N; EA051B = .N; EA051C = .N; EA051D = .N; EA051E = .N; EA051F = .N; EA051G = .N; EA051H = .N; EA051I = .N; EA051J = .N; EA051K = .N; EA052 = .N; EA053A = .N; EA053B = .N; EA053C = .N; EA053D = .N; EA053E = .N; EA054 = .N; EA055A = .N; EA055B = .N; EA055C = .N; EA055D = .N; EA055E = .N; EA055F = .N; EA055G = .N; EA056 = .N; end; .N = (Not Applicable)

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Which of the following best describe(s) the situation that during the past 12 months has bothered you most? Mark "Yes" or "No" for each item below that describes the situation you are going to tell us about in this section.

EA051J Safety concerns (for example, your or your family's safety fears on- or off-installation of gang activity or safety fears motivated by other reasons)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0239-0240	2	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2432	2.7	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
20648	22.7	1	1	No
1095	1.2	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA051AU = EA051A, EA051BU = EA051B, EA051CU = EA051C, EA051DU = EA051D, EA051EU = EA051E, EA051FU = EA051F, EA051GU = EA051G, EA051HU = EA051H, EA051IU = EA051I, EA051JU = EA051J, EA051KU = EA051K, EA052U = EA052, EA053AU = EA053A, EA053BU = EA053B, EA053CU = EA053C, EA053DU = EA053D, EA053EU = EA053E, EA054U = EA054, EA055AU = EA055A, EA055BU = EA055B, EA055CU = EA055C, EA055DU = EA055D, EA055EU = EA055E, EA055FU = EA055F, EA055GU = EA055G, EA056U = EA056, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA051SK = 1 then do;
EA051A = .N; EA051B = .N; EA051C = .N; EA051D = .N; EA051E = .N; EA051F = .N; EA051G = .N; EA051H = .N; EA051I = .N; EA051J = .N; EA051K = .N; EA052 = .N; EA053A = .N; EA053B = .N; EA053C = .N; EA053D = .N; EA053E = .N; EA054 = .N; EA055A = .N; EA055B = .N; EA055C = .N; EA055D = .N; EA055E = .N; EA055F = .N; EA055G = .N; EA056 = .N; end; .N = (Not Applicable)

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Which of the following best describe(s) the situation that during the past 12 months has bothered you most? Mark "Yes" or "No" for each item below that describes the situation you are going to tell us about in this section.

EA051K Other race/ethnic-related experiences (for example, any other ways in which you or your family have been bothered/hurt by military personnel, DoD/Service employees and/or contractors, and/or civilians around your installation)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0241-0242	2	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2383	2.6	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
20854	22.9	1	1	No
938	1.0	2	2	Yes
91024	100.0	TOTALS		

EA051AU = EA051A, EA051BU = EA051B, EA051CU = EA051C, EA051DU = EA051D, EA051EU = EA051E, EA051FU = EA051F, EA051GU = EA051G, EA051HU = EA051H, EA051IU = EA051I, EA051JU = EA051J, EA051KU = EA051K, EA052U = EA052, EA053AU = EA053A, EA053BU = EA053B, EA053CU = EA053C, EA053DU = EA053D, EA053EU = EA053E, EA054U = EA054, EA055AU = EA055A, EA055BU = EA055B, EA055CU = EA055C, EA055DU = EA055D, EA055EU = EA055E, EA055FU = EA055F, EA055GU = EA055G, EA056U = EA056, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA051SK = 1 then do;
EA051A = .N; EA051B = .N; EA051C = .N; EA051D = .N; EA051E = .N; EA051F = .N; EA051G = .N; EA051H = .N; EA051I = .N; EA051J = .N; EA051K = .N;
EA052 = .N; EA053A = .N; EA053B = .N; EA053C = .N; EA053D = .N; EA053E = .N; EA054 = .N; EA055A = .N; EA055B = .N; EA055C = .N; EA055D = .N; EA055E = .N; EA055F = .N; EA055G = .N; EA056 = .N; end; .N = (Not Applicable)

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To what extent was this situation...

EA053A Annoying?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0243-0244	2	EA079_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3848	4.2	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
11184	12.3	1	1	Not at all
2761	3.0	2	2	Small extent
2644	2.9	3	3	Moderate extent
2189	2.4	4	4	Large extent
1549	1.7	5	5	Very large extent
91024	100.0	TOTALS		

EA051AU = EA051A, EA051BU = EA051B, EA051CU = EA051C, EA051DU = EA051D,
EA051EU = EA051E, EA051FU = EA051F, EA051GU = EA051G, EA051HU = EA051H,
EA051IU = EA051I, EA051JU = EA051J, EA051KU = EA051K, EA052U = EA052, EA053AU
= EA053A, EA053BU = EA053B, EA053CU = EA053C, EA053DU = EA053D, EA053EU =
EA053E, EA054U = EA054, EA055AU = EA055A, EA055BU = EA055B, EA055CU = EA055C,
EA055DU = EA055D, EA055EU = EA055E, EA055FU = EA055F, EA055GU = EA055G, EA056U
= EA056, but are unedited for forward coding of non-applicable or missing
response values. Here is how they are edited: If EA051SK = 1 then do;
EA051A = .N; EA051B = .N; EA051C = .N; EA051D = .N; EA051E = .N; EA051F =
.N; EA051G = .N; EA051H = .N; EA051I = .N; EA051J = .N; EA051K = .N;
EA052 = .N; EA053A = .N; EA053B = .N; EA053C = .N; EA053D = .N; EA053E =
.N; EA054 = .N; EA055A = .N; EA055B = .N; EA055C = .N; EA055D = .N;
EA055E = .N; EA055F = .N; EA055G = .N; EA056 = .N; end; .N = (Not
Applicable)

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To what extent was this situation...

EA053B Offensive?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0245-0246	2	EA079_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4007	4.4	-9	.	No response
2	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
12457	13.7	1	1	Not at all
2681	3.0	2	2	Small extent
2384	2.6	3	3	Moderate extent
1571	1.7	4	4	Large extent
1074	1.2	5	5	Very large extent
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA051AU = EA051A, EA051BU = EA051B, EA051CU = EA051C, EA051DU = EA051D, EA051EU = EA051E, EA051FU = EA051F, EA051GU = EA051G, EA051HU = EA051H, EA051IU = EA051I, EA051JU = EA051J, EA051KU = EA051K, EA052U = EA052, EA053AU = EA053A, EA053BU = EA053B, EA053CU = EA053C, EA053DU = EA053D, EA053EU = EA053E, EA054U = EA054, EA055AU = EA055A, EA055BU = EA055B, EA055CU = EA055C, EA055DU = EA055D, EA055EU = EA055E, EA055FU = EA055F, EA055GU = EA055G, EA056U = EA056, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA051SK = 1 then do; EA051A = .N; EA051B = .N; EA051C = .N; EA051D = .N; EA051E = .N; EA051F = .N; EA051G = .N; EA051H = .N; EA051I = .N; EA051J = .N; EA051K = .N; EA052 = .N; EA053A = .N; EA053B = .N; EA053C = .N; EA053D = .N; EA053E = .N; EA054 = .N; EA055A = .N; EA055B = .N; EA055C = .N; EA055D = .N; EA055E = .N; EA055F = .N; EA055G = .N; EA056 = .N; end; .N = (Not Applicable)

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To what extent was this situation...

EA053C Disturbing?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0247-0248	2	EA079_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4022	4.4	-9	.	No response
2	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
12610	13.9	1	1	Not at all
2577	2.8	2	2	Small extent
2250	2.5	3	3	Moderate extent
1620	1.8	4	4	Large extent
1095	1.2	5	5	Very large extent
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA051AU = EA051A, EA051BU = EA051B, EA051CU = EA051C, EA051DU = EA051D,
EA051EU = EA051E, EA051FU = EA051F, EA051GU = EA051G, EA051HU = EA051H,
EA051IU = EA051I, EA051JU = EA051J, EA051KU = EA051K, EA052U = EA052, EA053AU
= EA053A, EA053BU = EA053B, EA053CU = EA053C, EA053DU = EA053D, EA053EU =
EA053E, EA054U = EA054, EA055AU = EA055A, EA055BU = EA055B, EA055CU = EA055C,
EA055DU = EA055D, EA055EU = EA055E, EA055FU = EA055F, EA055GU = EA055G, EA056U
= EA056, but are unedited for forward coding of non-applicable or missing
response values. Here is how they are edited: If EA051SK = 1 then do;
EA051A = .N; EA051B = .N; EA051C = .N; EA051D = .N; EA051E = .N; EA051F =
.N; EA051G = .N; EA051H = .N; EA051I = .N; EA051J = .N; EA051K = .N;
EA052 = .N; EA053A = .N; EA053B = .N; EA053C = .N; EA053D = .N; EA053E =
.N; EA054 = .N; EA055A = .N; EA055B = .N; EA055C = .N; EA055D = .N;
EA055E = .N; EA055F = .N; EA055G = .N; EA056 = .N; end; .N = (Not
Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
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To what extent was this situation...

EA053D Threatening?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0249-0250	2	EA079_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4043	4.4	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
16209	17.8	1	1	Not at all
1927	2.1	2	2	Small extent
1149	1.3	3	3	Moderate extent
461	0.5	4	4	Large extent
386	0.4	5	5	Very large extent
91024	100.0	TOTALS		

EA051AU = EA051A, EA051BU = EA051B, EA051CU = EA051C, EA051DU = EA051D,
EA051EU = EA051E, EA051FU = EA051F, EA051GU = EA051G, EA051HU = EA051H,
EA051IU = EA051I, EA051JU = EA051J, EA051KU = EA051K, EA052U = EA052, EA053AU
= EA053A, EA053BU = EA053B, EA053CU = EA053C, EA053DU = EA053D, EA053EU =
EA053E, EA054U = EA054, EA055AU = EA055A, EA055BU = EA055B, EA055CU = EA055C,
EA055DU = EA055D, EA055EU = EA055E, EA055FU = EA055F, EA055GU = EA055G, EA056U
= EA056, but are unedited for forward coding of non-applicable or missing
response values. Here is how they are edited: If EA051SK = 1 then do;
EA051A = .N; EA051B = .N; EA051C = .N; EA051D = .N; EA051E = .N; EA051F =
.N; EA051G = .N; EA051H = .N; EA051I = .N; EA051J = .N; EA051K = .N;
EA052 = .N; EA053A = .N; EA053B = .N; EA053C = .N; EA053D = .N; EA053E =
.N; EA054 = .N; EA055A = .N; EA055B = .N; EA055C = .N; EA055D = .N;
EA055E = .N; EA055F = .N; EA055G = .N; EA056 = .N; end; .N = (Not
Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
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To what extent was this situation...

EA053E Disillusioning?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0251-0252	2	EA079_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4061	4.5	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
14697	16.2	1	1	Not at all
2100	2.3	2	2	Small extent
1646	1.8	3	3	Moderate extent
863	1.0	4	4	Large extent
808	0.9	5	5	Very large extent
91024	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA051AU = EA051A, EA051BU = EA051B, EA051CU = EA051C, EA051DU = EA051D, EA051EU = EA051E, EA051FU = EA051F, EA051GU = EA051G, EA051HU = EA051H, EA051IU = EA051I, EA051JU = EA051J, EA051KU = EA051K, EA052U = EA052, EA053AU = EA053A, EA053BU = EA053B, EA053CU = EA053C, EA053DU = EA053D, EA053EU = EA053E, EA054U = EA054, EA055AU = EA055A, EA055BU = EA055B, EA055CU = EA055C, EA055DU = EA055D, EA055EU = EA055E, EA055FU = EA055F, EA055GU = EA055G, EA056U = EA056, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA051SK = 1 then do; EA051A = .N; EA051B = .N; EA051C = .N; EA051D = .N; EA051E = .N; EA051F = .N; EA051G = .N; EA051H = .N; EA051I = .N; EA051J = .N; EA051K = .N; EA052 = .N; EA053A = .N; EA053B = .N; EA053C = .N; EA053D = .N; EA053E = .N; EA054 = .N; EA055A = .N; EA055B = .N; EA055C = .N; EA055D = .N; EA055E = .N; EA055F = .N; EA055G = .N; EA056 = .N; end; .N = (Not Applicable)

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EA054

Who experienced this situation?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0253-0254	2	EA082_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
9261	10.2	-9	.	No response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
10153	11.2	1	1	Only I experienced it
1306	1.4	2	2	Only members of my family experienced it
3456	3.8	3	3	Both my family and I experienced it
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA051AU = EA051A, EA051BU = EA051B, EA051CU = EA051C, EA051DU = EA051D, EA051EU = EA051E, EA051FU = EA051F, EA051GU = EA051G, EA051HU = EA051H, EA051IU = EA051I, EA051JU = EA051J, EA051KU = EA051K, EA052U = EA052, EA053AU = EA053A, EA053BU = EA053B, EA053CU = EA053C, EA053DU = EA053D, EA053EU = EA053E, EA054U = EA054, EA055AU = EA055A, EA055BU = EA055B, EA055CU = EA055C, EA055DU = EA055D, EA055EU = EA055E, EA055FU = EA055F, EA055GU = EA055G, EA056U = EA056, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA051SK = 1 then do; EA051A = .N; EA051B = .N; EA051C = .N; EA051D = .N; EA051E = .N; EA051F = .N; EA051G = .N; EA051H = .N; EA051I = .N; EA051J = .N; EA051K = .N; EA052 = .N; EA053A = .N; EA053B = .N; EA053C = .N; EA053D = .N; EA053E = .N; EA054 = .N; EA055A = .N; EA055B = .N; EA055C = .N; EA055D = .N; EA055E = .N; EA055F = .N; EA055G = .N; EA056 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
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EA056

Do you know who did it?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0255-0256	2	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7229	7.9	-9	.	No response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
10760	11.8	1	1	No
6187	6.8	2	2	Yes
91024	100.0	TOTALS		

EA051AU = EA051A, EA051BU = EA051B, EA051CU = EA051C, EA051DU = EA051D, EA051EU = EA051E, EA051FU = EA051F, EA051GU = EA051G, EA051HU = EA051H, EA051IU = EA051I, EA051JU = EA051J, EA051KU = EA051K, EA052U = EA052, EA053AU = EA053A, EA053BU = EA053B, EA053CU = EA053C, EA053DU = EA053D, EA053EU = EA053E, EA054U = EA054, EA055AU = EA055A, EA055BU = EA055B, EA055CU = EA055C, EA055DU = EA055D, EA055EU = EA055E, EA055FU = EA055F, EA055GU = EA055G, EA056U = EA056, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA051SK = 1 then do;
EA051A = .N; EA051B = .N; EA051C = .N; EA051D = .N; EA051E = .N; EA051F = .N; EA051G = .N; EA051H = .N; EA051I = .N; EA051J = .N; EA051K = .N;
EA052 = .N; EA053A = .N; EA053B = .N; EA053C = .N; EA053D = .N; EA053E = .N; EA054 = .N; EA055A = .N; EA055B = .N; EA055C = .N; EA055D = .N;
EA055E = .N; EA055F = .N; EA055G = .N; EA056 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

EA057

Did more than one person do it?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0257-0258	2	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
100	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
29580	32.5	-6	.N	Not applicable
2396	2.6	1	1	No
3722	4.1	2	2	Yes
91024	100.0	TOTALS		

EA057U = EA057, EA058U = EA058, EA059AU = EA059A, EA059BU = EA059B, EA059CU = EA059C, EA059DU = EA059D, EA059EU = EA059E, EA059FU = EA059F, EA060AU = EA060A, EA060BU = EA060B, EA060CU = EA060C, EA060DU = EA060D, EA060EU = EA060E, EA060FU = EA060F, EA060GU = EA060G, EA060HU = EA060H, EA060IU = EA060I, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA057SK = 1 then do; EA057 = .N; EA058 = .N; EA059A = .N; EA059B = .N; EA059C = .N; EA059D = .N; EA059E = .N; EA059F = .N; EA060A = .N; EA060B = .N; EA060C = .N; EA060D = .N; EA060E = .N; EA060F = .N; EA060G = .N; EA060H = .N; EA060I = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

EA058

What was the gender of the person(s)?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0259-0260	2	EA043_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
57	0.1	-9	.	No response
2	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
29580	32.5	-6	.N	Not applicable
3722	4.1	1	1	Male
698	0.8	2	2	Female
1739	1.9	3	3	Some were male and some were female
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA057U = EA057, EA058U = EA058, EA059AU = EA059A, EA059BU = EA059B, EA059CU = EA059C, EA059DU = EA059D, EA059EU = EA059E, EA059FU = EA059F, EA060AU = EA060A, EA060BU = EA060B, EA060CU = EA060C, EA060DU = EA060D, EA060EU = EA060E, EA060FU = EA060F, EA060GU = EA060G, EA060HU = EA060H, EA060IU = EA060I, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA057SK = 1 then do; EA057 = .N; EA058 = .N; EA059A = .N; EA059B = .N; EA059C = .N; EA059D = .N; EA059E = .N; EA059F = .N; EA060A = .N; EA060B = .N; EA060C = .N; EA060D = .N; EA060E = .N; EA060F = .N; EA060G = .N; EA060H = .N; EA060I = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

What was the race/ethnic background of the person(s) who did it? Mark "Yes," "No," or "Don't know" for each.

EA059A White

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0261-0262	2	EA154_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
436	0.5	-9	.	No response
55226	60.7	-1	.B	No survey return
29580	32.5	-6	.N	Not applicable
4034	4.4	1	1	Yes
1483	1.6	2	2	No
265	0.3	3	3	Don't know
91024	100.0	TOTALS		

EA057U = EA057, EA058U = EA058, EA059AU = EA059A, EA059BU = EA059B, EA059CU = EA059C, EA059DU = EA059D, EA059EU = EA059E, EA059FU = EA059F, EA060AU = EA060A, EA060BU = EA060B, EA060CU = EA060C, EA060DU = EA060D, EA060EU = EA060E, EA060FU = EA060F, EA060GU = EA060G, EA060HU = EA060H, EA060IU = EA060I, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA057SK = 1 then do; EA057 = .N; EA058 = .N; EA059A = .N; EA059B = .N; EA059C = .N; EA059D = .N; EA059E = .N; EA059F = .N; EA060A = .N; EA060B = .N; EA060C = .N; EA060D = .N; EA060E = .N; EA060F = .N; EA060G = .N; EA060H = .N; EA060I = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

What was the race/ethnic background of the person(s) who did it? Mark "Yes," "No," or "Don't know" for each.

EA059B Black or African American

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0263-0264	2	EA154_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
966	1.1	-9	.	No response
55226	60.7	-1	.B	No survey return
29580	32.5	-6	.N	Not applicable
2137	2.4	1	1	Yes
2803	3.1	2	2	No
312	0.3	3	3	Don't know
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA057U = EA057, EA058U = EA058, EA059AU = EA059A, EA059BU = EA059B, EA059CU = EA059C, EA059DU = EA059D, EA059EU = EA059E, EA059FU = EA059F, EA060AU = EA060A, EA060BU = EA060B, EA060CU = EA060C, EA060DU = EA060D, EA060EU = EA060E, EA060FU = EA060F, EA060GU = EA060G, EA060HU = EA060H, EA060IU = EA060I, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA057SK = 1 then do; EA057 = .N; EA058 = .N; EA059A = .N; EA059B = .N; EA059C = .N; EA059D = .N; EA059E = .N; EA059F = .N; EA060A = .N; EA060B = .N; EA060C = .N; EA060D = .N; EA060E = .N; EA060F = .N; EA060G = .N; EA060H = .N; EA060I = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

What was the race/ethnic background of the person(s) who did it? Mark "Yes," "No," or "Don't know" for each.

EA059C American Indian or Alaska Native

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0265-0266	2	EA154_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1324	1.5	-9	.	No response
55226	60.7	-1	.B	No survey return
29580	32.5	-6	.N	Not applicable
124	0.1	1	1	Yes
4327	4.8	2	2	No
443	0.5	3	3	Don't know
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA057U = EA057, EA058U = EA058, EA059AU = EA059A, EA059BU = EA059B, EA059CU = EA059C, EA059DU = EA059D, EA059EU = EA059E, EA059FU = EA059F, EA060AU = EA060A, EA060BU = EA060B, EA060CU = EA060C, EA060DU = EA060D, EA060EU = EA060E, EA060FU = EA060F, EA060GU = EA060G, EA060HU = EA060H, EA060IU = EA060I, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA057SK = 1 then do; EA057 = .N; EA058 = .N; EA059A = .N; EA059B = .N; EA059C = .N; EA059D = .N; EA059E = .N; EA059F = .N; EA060A = .N; EA060B = .N; EA060C = .N; EA060D = .N; EA060E = .N; EA060F = .N; EA060G = .N; EA060H = .N; EA060I = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

What was the race/ethnic background of the person(s) who did it? Mark "Yes," "No," or "Don't know" for each.

EA059D Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0267-0268	2	EA109_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1198	1.3	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
29580	32.5	-6	.N	Not applicable
627	0.7	1	1	Yes
3989	4.4	2	2	No
403	0.4	3	3	Don't know
91024	100.0	TOTALS		

EA057U = EA057, EA058U = EA058, EA059AU = EA059A, EA059BU = EA059B, EA059CU = EA059C, EA059DU = EA059D, EA059EU = EA059E, EA059FU = EA059F, EA060AU = EA060A, EA060BU = EA060B, EA060CU = EA060C, EA060DU = EA060D, EA060EU = EA060E, EA060FU = EA060F, EA060GU = EA060G, EA060HU = EA060H, EA060IU = EA060I, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA057SK = 1 then do; EA057 = .N; EA058 = .N; EA059A = .N; EA059B = .N; EA059C = .N; EA059D = .N; EA059E = .N; EA059F = .N; EA060A = .N; EA060B = .N; EA060C = .N; EA060D = .N; EA060E = .N; EA060F = .N; EA060G = .N; EA060H = .N; EA060I = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

What was the race/ethnic background of the person(s) who did it? Mark "Yes," "No," or "Don't know" for each.

EA059E Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0269-0270	2	EA154_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1285	1.4	-9	.	No response
55226	60.7	-1	.B	No survey return
29580	32.5	-6	.N	Not applicable
248	0.3	1	1	Yes
4247	4.7	2	2	No
438	0.5	3	3	Don't know
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA057U = EA057, EA058U = EA058, EA059AU = EA059A, EA059BU = EA059B, EA059CU = EA059C, EA059DU = EA059D, EA059EU = EA059E, EA059FU = EA059F, EA060AU = EA060A, EA060BU = EA060B, EA060CU = EA060C, EA060DU = EA060D, EA060EU = EA060E, EA060FU = EA060F, EA060GU = EA060G, EA060HU = EA060H, EA060IU = EA060I, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA057SK = 1 then do; EA057 = .N; EA058 = .N; EA059A = .N; EA059B = .N; EA059C = .N; EA059D = .N; EA059E = .N; EA059F = .N; EA060A = .N; EA060B = .N; EA060C = .N; EA060D = .N; EA060E = .N; EA060F = .N; EA060G = .N; EA060H = .N; EA060I = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

What was the race/ethnic background of the person(s) who did it? Mark "Yes," "No," or "Don't know" for each.

EA059F Spanish/Hispanic/Latino

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0271-0272	2	EA154_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1146	1.3	-9	.	No response
55226	60.7	-1	.B	No survey return
29580	32.5	-6	.N	Not applicable
1002	1.1	1	1	Yes
3664	4.0	2	2	No
406	0.5	3	3	Don't know
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA057U = EA057, EA058U = EA058, EA059AU = EA059A, EA059BU = EA059B, EA059CU = EA059C, EA059DU = EA059D, EA059EU = EA059E, EA059FU = EA059F, EA060AU = EA060A, EA060BU = EA060B, EA060CU = EA060C, EA060DU = EA060D, EA060EU = EA060E, EA060FU = EA060F, EA060GU = EA060G, EA060HU = EA060H, EA060IU = EA060I, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA057SK = 1 then do; EA057 = .N; EA058 = .N; EA059A = .N; EA059B = .N; EA059C = .N; EA059D = .N; EA059E = .N; EA059F = .N; EA060A = .N; EA060B = .N; EA060C = .N; EA060D = .N; EA060E = .N; EA060F = .N; EA060G = .N; EA060H = .N; EA060I = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

EA061 During the course of the situation you have in mind, how often did the event(s) occur?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0273-0274	2	EA081_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
9543	10.5	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
9019	9.9	1	1	Once
4709	5.2	2	2	Occasionally
904	1.0	3	3	Frequently
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA061U = EA061, EA062U = EA062, EA063AU = EA063A, EA063BU = EA063B, EA063CU = EA063C, EA063DU = EA063D, EA063EU = EA063E, EA063FU = EA063F, EA063GU = EA063G, EA063HU = EA063H, EA063IU = EA063I, EA063JU = EA063J, EA063KU = EA063K, EA064U = EA064, EA065U = EA065, EA066U = EA066, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA061SK = 1 then do; EA061 = .N; EA062 = .N; EA063A = .N; EA063B = .N; EA063C = .N; EA063D = .N; EA063E = .N; EA063F = .N; EA063G = .N; EA063H = .N; EA063I = .N; EA063J = .N; EA063K = .N; EA064 = .N; EA065 = .N; EA066 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

EA064 Did the situation involve only civilians in the local
community around an installation?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0275-0276	2	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
9027	9.9	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
8618	9.5	1	1	No
6530	7.2	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA061U = EA061, EA062U = EA062, EA063AU = EA063A, EA063BU = EA063B, EA063CU = EA063C, EA063DU = EA063D, EA063EU = EA063E, EA063FU = EA063F, EA063GU = EA063G, EA063HU = EA063H, EA063IU = EA063I, EA063JU = EA063J, EA063KU = EA063K, EA064U = EA064, EA065U = EA065, EA066U = EA066, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA061SK = 1 then do; EA061 = .N; EA062 = .N; EA063A = .N; EA063B = .N; EA063C = .N; EA063D = .N; EA063E = .N; EA063F = .N; EA063G = .N; EA063H = .N; EA063I = .N; EA063J = .N; EA063K = .N; EA064 = .N; EA065 = .N; EA066 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How satisfied are you with the following aspects of the reporting process? Mark one answer for each item.

EA069A Availability of information about how to file a complaint

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0277-0278	2	EA150_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
95	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
107	0.1	1	1	Very dissatisfied
180	0.2	2	2	Dissatisfied
444	0.5	3	3	Neither satisfied nor dissatisfied
459	0.5	4	4	Satisfied
263	0.3	5	5	Very satisfied
91024	100.0	TOTALS		

EA067AU = EA067A, EA067BU = EA067B, EA067CU = EA067C, EA067DU = EA067D,
EA067EU = EA067E, EA067FU = EA067F, EA068AU = EA068A, EA068BU = EA068B,
EA068CU = EA068C, EA068DU = EA068D, EA068EU = EA068E, EA068FU = EA068F,
EA068GU = EA068G, EA068HU = EA068H, EA068IU = EA068I, EA068JU = EA068J,
EA069AU = EA069A, EA069BU = EA069B, EA069CU = EA069C, EA069DU = EA069D,
EA069EU = EA069E, EA069FU = EA069F, EA069GU = EA069G, EA070U = EA070, EA071U =
EA071, but are unedited for forward coding of non-applicable or missing
response values. Here is how they are edited: If EA067SK = 1 then do;
EA067A = .N; EA067B = .N; EA067C = .N; EA067D = .N; EA067E = .N; EA067F =
.N; EA068A = .N; EA068B = .N; EA068C = .N; EA068D = .N; EA068E = .N;
EA068F = .N; EA068G = .N; EA068H = .N; EA068I = .N; EA068J = .N; EA069A =
.N; EA069B = .N; EA069C = .N; EA069D = .N; EA069E = .N; EA069F = .N;
EA069G = .N; EA070 = .N; EA071 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How satisfied are you with the following aspects of the reporting process? Mark one answer for each item.

EA069B Availability of information about how to follow-up on a complaint

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0279-0280	2	EA150_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
103	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
118	0.1	1	1	Very dissatisfied
210	0.2	2	2	Dissatisfied
474	0.5	3	3	Neither satisfied nor dissatisfied
409	0.5	4	4	Satisfied
234	0.3	5	5	Very satisfied
91024	100.0	TOTALS		

EA067AU = EA067A, EA067BU = EA067B, EA067CU = EA067C, EA067DU = EA067D,
EA067EU = EA067E, EA067FU = EA067F, EA068AU = EA068A, EA068BU = EA068B,
EA068CU = EA068C, EA068DU = EA068D, EA068EU = EA068E, EA068FU = EA068F,
EA068GU = EA068G, EA068HU = EA068H, EA068IU = EA068I, EA068JU = EA068J,
EA069AU = EA069A, EA069BU = EA069B, EA069CU = EA069C, EA069DU = EA069D,
EA069EU = EA069E, EA069FU = EA069F, EA069GU = EA069G, EA070U = EA070, EA071U =
EA071, but are unedited for forward coding of non-applicable or missing
response values. Here is how they are edited: If EA067SK = 1 then do;
EA067A = .N; EA067B = .N; EA067C = .N; EA067D = .N; EA067E = .N; EA067F =
.N; EA068A = .N; EA068B = .N; EA068C = .N; EA068D = .N; EA068E = .N;
EA068F = .N; EA068G = .N; EA068H = .N; EA068I = .N; EA068J = .N; EA069A =
.N; EA069B = .N; EA069C = .N; EA069D = .N; EA069E = .N; EA069F = .N;
EA069G = .N; EA070 = .N; EA071 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How satisfied are you with the following aspects of the reporting process? Mark one answer for each item.

EA069C Treatment by personnel handling your complaint

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0281-0282	2	EA150_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
102	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
133	0.2	1	1	Very dissatisfied
195	0.2	2	2	Dissatisfied
534	0.6	3	3	Neither satisfied nor dissatisfied
383	0.4	4	4	Satisfied
201	0.2	5	5	Very satisfied
91024	100.0	TOTALS		

EA067AU = EA067A, EA067BU = EA067B, EA067CU = EA067C, EA067DU = EA067D,
EA067EU = EA067E, EA067FU = EA067F, EA068AU = EA068A, EA068BU = EA068B,
EA068CU = EA068C, EA068DU = EA068D, EA068EU = EA068E, EA068FU = EA068F,
EA068GU = EA068G, EA068HU = EA068H, EA068IU = EA068I, EA068JU = EA068J,
EA069AU = EA069A, EA069BU = EA069B, EA069CU = EA069C, EA069DU = EA069D,
EA069EU = EA069E, EA069FU = EA069F, EA069GU = EA069G, EA070U = EA070, EA071U =
EA071, but are unedited for forward coding of non-applicable or missing
response values. Here is how they are edited: If EA067SK = 1 then do;
EA067A = .N; EA067B = .N; EA067C = .N; EA067D = .N; EA067E = .N; EA067F =
.N; EA068A = .N; EA068B = .N; EA068C = .N; EA068D = .N; EA068E = .N;
EA068F = .N; EA068G = .N; EA068H = .N; EA068I = .N; EA068J = .N; EA069A =
.N; EA069B = .N; EA069C = .N; EA069D = .N; EA069E = .N; EA069F = .N;
EA069G = .N; EA070 = .N; EA071 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How satisfied are you with the following aspects of the reporting process? Mark one answer for each item.

EA069D Amount of time it took/is taking to resolve your complaint

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0283-0284	2	EA150_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
118	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
206	0.2	1	1	Very dissatisfied
201	0.2	2	2	Dissatisfied
580	0.6	3	3	Neither satisfied nor dissatisfied
281	0.3	4	4	Satisfied
162	0.2	5	5	Very satisfied
91024	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA067AU = EA067A, EA067BU = EA067B, EA067CU = EA067C, EA067DU = EA067D,
EA067EU = EA067E, EA067FU = EA067F, EA068AU = EA068A, EA068BU = EA068B,
EA068CU = EA068C, EA068DU = EA068D, EA068EU = EA068E, EA068FU = EA068F,
EA068GU = EA068G, EA068HU = EA068H, EA068IU = EA068I, EA068JU = EA068J,
EA069AU = EA069A, EA069BU = EA069B, EA069CU = EA069C, EA069DU = EA069D,
EA069EU = EA069E, EA069FU = EA069F, EA069GU = EA069G, EA070U = EA070, EA071U =
EA071, but are unedited for forward coding of non-applicable or missing
response values. Here is how they are edited: If EA067SK = 1 then do;
EA067A = .N; EA067B = .N; EA067C = .N; EA067D = .N; EA067E = .N; EA067F =
.N; EA068A = .N; EA068B = .N; EA068C = .N; EA068D = .N; EA068E = .N;
EA068F = .N; EA068G = .N; EA068H = .N; EA068I = .N; EA068J = .N; EA069A =
.N; EA069B = .N; EA069C = .N; EA069D = .N; EA069E = .N; EA069F = .N;
EA069G = .N; EA070 = .N; EA071 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How satisfied are you with the following aspects of the reporting process? Mark one answer for each item.

EA069E How well you were/are kept informed about the progress of your complaint

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0285-0286	2	EA150_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
113	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
213	0.2	1	1	Very dissatisfied
232	0.3	2	2	Dissatisfied
570	0.6	3	3	Neither satisfied nor dissatisfied
267	0.3	4	4	Satisfied
153	0.2	5	5	Very satisfied
91024	100.0	TOTALS		

EA067AU = EA067A, EA067BU = EA067B, EA067CU = EA067C, EA067DU = EA067D,
EA067EU = EA067E, EA067FU = EA067F, EA068AU = EA068A, EA068BU = EA068B,
EA068CU = EA068C, EA068DU = EA068D, EA068EU = EA068E, EA068FU = EA068F,
EA068GU = EA068G, EA068HU = EA068H, EA068IU = EA068I, EA068JU = EA068J,
EA069AU = EA069A, EA069BU = EA069B, EA069CU = EA069C, EA069DU = EA069D,
EA069EU = EA069E, EA069FU = EA069F, EA069GU = EA069G, EA070U = EA070, EA071U =
EA071, but are unedited for forward coding of non-applicable or missing
response values. Here is how they are edited: If EA067SK = 1 then do;
EA067A = .N; EA067B = .N; EA067C = .N; EA067D = .N; EA067E = .N; EA067F =
.N; EA068A = .N; EA068B = .N; EA068C = .N; EA068D = .N; EA068E = .N;
EA068F = .N; EA068G = .N; EA068H = .N; EA068I = .N; EA068J = .N; EA069A =
.N; EA069B = .N; EA069C = .N; EA069D = .N; EA069E = .N; EA069F = .N;
EA069G = .N; EA070 = .N; EA071 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How satisfied are you with the following aspects of the reporting process? Mark one answer for each item.

EA069F Degree to which your privacy was/is being protected

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0287-0288	2	EA150_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
134	0.2	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
137	0.2	1	1	Very dissatisfied
152	0.2	2	2	Dissatisfied
544	0.6	3	3	Neither satisfied nor dissatisfied
391	0.4	4	4	Satisfied
190	0.2	5	5	Very satisfied
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA067AU = EA067A, EA067BU = EA067B, EA067CU = EA067C, EA067DU = EA067D,
EA067EU = EA067E, EA067FU = EA067F, EA068AU = EA068A, EA068BU = EA068B,
EA068CU = EA068C, EA068DU = EA068D, EA068EU = EA068E, EA068FU = EA068F,
EA068GU = EA068G, EA068HU = EA068H, EA068IU = EA068I, EA068JU = EA068J,
EA069AU = EA069A, EA069BU = EA069B, EA069CU = EA069C, EA069DU = EA069D,
EA069EU = EA069E, EA069FU = EA069F, EA069GU = EA069G, EA070U = EA070, EA071U =
EA071, but are unedited for forward coding of non-applicable or missing
response values. Here is how they are edited: If EA067SK = 1 then do;
EA067A = .N; EA067B = .N; EA067C = .N; EA067D = .N; EA067E = .N; EA067F =
.N; EA068A = .N; EA068B = .N; EA068C = .N; EA068D = .N; EA068E = .N;
EA068F = .N; EA068G = .N; EA068H = .N; EA068I = .N; EA068J = .N; EA069A =
.N; EA069B = .N; EA069C = .N; EA069D = .N; EA069E = .N; EA069F = .N;
EA069G = .N; EA070 = .N; EA071 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How satisfied are you with the following aspects of the reporting process? Mark one answer for each item.

EA069G The complaint process overall

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0289-0290	2	EA150_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
111	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
213	0.2	1	1	Very dissatisfied
225	0.3	2	2	Dissatisfied
510	0.6	3	3	Neither satisfied nor dissatisfied
334	0.4	4	4	Satisfied
155	0.2	5	5	Very satisfied
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA067AU = EA067A, EA067BU = EA067B, EA067CU = EA067C, EA067DU = EA067D,
EA067EU = EA067E, EA067FU = EA067F, EA068AU = EA068A, EA068BU = EA068B,
EA068CU = EA068C, EA068DU = EA068D, EA068EU = EA068E, EA068FU = EA068F,
EA068GU = EA068G, EA068HU = EA068H, EA068IU = EA068I, EA068JU = EA068J,
EA069AU = EA069A, EA069BU = EA069B, EA069CU = EA069C, EA069DU = EA069D,
EA069EU = EA069E, EA069FU = EA069F, EA069GU = EA069G, EA070U = EA070, EA071U =
EA071, but are unedited for forward coding of non-applicable or missing
response values. Here is how they are edited: If EA067SK = 1 then do;
EA067A = .N; EA067B = .N; EA067C = .N; EA067D = .N; EA067E = .N; EA067F =
.N; EA068A = .N; EA068B = .N; EA068C = .N; EA068D = .N; EA068E = .N;
EA068F = .N; EA068G = .N; EA068H = .N; EA068I = .N; EA068J = .N; EA069A =
.N; EA069B = .N; EA069C = .N; EA069D = .N; EA069E = .N; EA069F = .N;
EA069G = .N; EA070 = .N; EA071 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

EA070

Do you feel that your chances of having a successful
military career will be affected by making this report?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0291-0292	2	EA064_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
84	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
1103	1.2	1	1	No, your career will not be affected
288	0.3	2	2	Yes, your chances will be worse
73	0.1	3	3	Yes, your chances will be improved
91024	100.0	TOTALS		

EA067AU = EA067A, EA067BU = EA067B, EA067CU = EA067C, EA067DU = EA067D,
EA067EU = EA067E, EA067FU = EA067F, EA068AU = EA068A, EA068BU = EA068B,
EA068CU = EA068C, EA068DU = EA068D, EA068EU = EA068E, EA068FU = EA068F,
EA068GU = EA068G, EA068HU = EA068H, EA068IU = EA068I, EA068JU = EA068J,
EA069AU = EA069A, EA069BU = EA069B, EA069CU = EA069C, EA069DU = EA069D,
EA069EU = EA069E, EA069FU = EA069F, EA069GU = EA069G, EA070U = EA070, EA071U =
EA071, but are unedited for forward coding of non-applicable or missing
response values. Here is how they are edited: If EA067SK = 1 then do;
EA067A = .N; EA067B = .N; EA067C = .N; EA067D = .N; EA067E = .N; EA067F =
.N; EA068A = .N; EA068B = .N; EA068C = .N; EA068D = .N; EA068E = .N;
EA068F = .N; EA068G = .N; EA068H = .N; EA068I = .N; EA068J = .N; EA069A =
.N; EA069B = .N; EA069C = .N; EA069D = .N; EA069E = .N; EA069F = .N;
EA069G = .N; EA070 = .N; EA071 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

EA077

Do you consider ANY of the things which YOU MARKED AS HAPPENING TO YOU in response to how you handled the situation to have been retaliation for reporting your experience?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0293-0294	2	EA068_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
8738	9.6	-9	.	No response
5	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
11684	12.8	1	1	No
675	0.7	2	2	Yes
2883	3.2	3	3	Don't know
191	0.2	4	4	Does not apply; I did not report my experience or none of the things listed above happened to me
91024	100.0	TOTALS		

EA076AU = EA076A, EA076BU = EA076B, EA076CU = EA076C, EA076DU = EA076D, EA076EU = EA076E, EA076FU = EA076F, EA076GU = EA076G, EA077U = EA077, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA076SK = 1 then do; EA076A = .N; EA076B = .N; EA076C = .N; EA076D = .N; EA076E = .N; EA076F = .N; EA076G = .N; EA077 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

Please give your opinion about whether the persons below make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what is said officially. Mark "Yes," "No," or "Don't know" for each.

EA078A Senior leadership of my Service

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0295-0296	2	EA067_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6617	7.3	-9	.	No response
2	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
2366	2.6	1	1	No
21550	23.7	2	2	Yes
5263	5.8	3	3	Don't know
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

Please give your opinion about whether the persons below make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what is said officially. Mark "Yes," "No," or "Don't know" for each.

EA078B Senior leadership of my installation/ship

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0297-0298	2	EA067_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6640	7.3	-9	.	No response
4	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
2393	2.6	1	1	No
21535	23.7	2	2	Yes
5226	5.7	3	3	Don't know
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

Please give your opinion about whether the persons below make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what is said officially. Mark "Yes," "No," or "Don't know" for each.

EA078C My immediate supervisor

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0299-0300	2	EA067_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6683	7.3	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
2471	2.7	1	1	No
22053	24.2	2	2	Yes
4590	5.0	3	3	Don't know
91024	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

EA079

Has the military paid too much or too little attention to racial/ethnic harassment and discrimination during the past several years?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0301-0302	2	EA088_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6061	6.7	-9	.	No response
2	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
6902	7.6	1	1	Too much attention
18842	20.7	2	2	The right amount of attention
3991	4.4	3	3	Too little attention
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

In your work group, to what extent...

EA080A Would members of your work group feel free to report
racial/ethnic harassment and discrimination without fear of
reprisals?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0303-0304	2	EA079_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6408	7.0	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
2083	2.3	1	1	Not at all
2223	2.4	2	2	Small extent
6078	6.7	3	3	Moderate extent
10411	11.4	4	4	Large extent
8594	9.4	5	5	Very large extent
91024	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

In your work group, to what extent...

EA080B Would complaints about racial/ethnic harassment and
discrimination be taken seriously?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0305-0306	2	EA147_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6466	7.1	-9	.	No response
55226	60.7	-1	.B	No survey return
1312	1.4	1	1	Not at all
1592	1.8	2	2	Small extent
4315	4.7	3	3	Moderate extent
9723	10.7	4	4	Large extent
12390	13.6	5	5	Very large extent
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

In your work group, to what extent...

EA080C Would people be able to get away with racial/ethnic
harassment and discrimination?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0307-0308	2	EA147_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6507	7.2	-9	.	No response
55226	60.7	-1	.B	No survey return
15241	16.7	1	1	Not at all
6768	7.4	2	2	Small extent
3722	4.1	3	3	Moderate extent
1986	2.2	4	4	Large extent
1574	1.7	5	5	Very large extent
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

In your work group, to what extent...

EA080D Are policies forbidding racial/ethnic harassment and
discrimination publicized?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0309-0310	2	EA079_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6506	7.2	-9	.	No response
2	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
2173	2.4	1	1	Not at all
2065	2.3	2	2	Small extent
5632	6.2	3	3	Moderate extent
8620	9.5	4	4	Large extent
10800	11.9	5	5	Very large extent
91024	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

In your work group, to what extent...

EA080E Are complaint procedures related to racial/ethnic
harassment and discrimination publicized?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0311-0312	2	EA079_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6595	7.3	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
2914	3.2	1	1	Not at all
2935	3.2	2	2	Small extent
6609	7.3	3	3	Moderate extent
7939	8.7	4	4	Large extent
8805	9.7	5	5	Very large extent
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

EA081 At your current duty station, would you know how to report
experiences of race/ethnic harassment and/or
discrimination?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0313-0314	2	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6018	6.6	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
2337	2.6	1	1	No
27442	30.2	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

At your installation/ship, to what extent...

EA082A Would Service members feel free to report racial/ethnic harassment and discrimination without fear of reprisals?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0315-0316	2	EA079_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7306	8.0	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
1305	1.4	1	1	Not at all
1896	2.1	2	2	Small extent
5828	6.4	3	3	Moderate extent
10217	11.2	4	4	Large extent
9245	10.2	5	5	Very large extent
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

At your installation/ship, to what extent...

EA082B Would complaints about racial/ethnic harassment and
discrimination be taken seriously?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0317-0318	2	EA079_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7437	8.2	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
927	1.0	1	1	Not at all
1301	1.4	2	2	Small extent
4513	5.0	3	3	Moderate extent
9799	10.8	4	4	Large extent
11820	13.0	5	5	Very large extent
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

At your installation/ship, to what extent...

EA082C Would people be able to get away with racial/ethnic
harassment and discrimination?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0319-0320	2	EA147_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7446	8.2	-9	.	No response
55226	60.7	-1	.B	No survey return
13979	15.4	1	1	Not at all
7053	7.8	2	2	Small extent
3993	4.4	3	3	Moderate extent
1795	2.0	4	4	Large extent
1532	1.7	5	5	Very large extent
91024	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

At your installation/ship, to what extent...

EA082D Are policies forbidding racial/ethnic harassment and
discrimination publicized?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0321-0322	2	EA079_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7488	8.2	-9	.	No response
2	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
1662	1.8	1	1	Not at all
2206	2.4	2	2	Small extent
5938	6.5	3	3	Moderate extent
8751	9.6	4	4	Large extent
9751	10.7	5	5	Very large extent
91024	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

At your installation/ship, to what extent...

EA082E Are complaint procedures related to racial/ethnic
harassment and discrimination publicized?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0323-0324	2	EA079_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7535	8.3	-9	.	No response
4	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
2117	2.3	1	1	Not at all
2761	3.0	2	2	Small extent
6464	7.1	3	3	Moderate extent
8146	9.0	4	4	Large extent
8771	9.6	5	5	Very large extent
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

At your installation/ship, to what extent...

EA082F Is the availability of complaint hotlines publicized?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0325-0326	2	EA147_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7460	8.2	-9	.	No response
55226	60.7	-1	.B	No survey return
2819	3.1	1	1	Not at all
4183	4.6	2	2	Small extent
7641	8.4	3	3	Moderate extent
7242	8.0	4	4	Large extent
6453	7.1	5	5	Very large extent
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

At your installation/ship, to what extent...

EA082G Do people feel free to sit wherever they choose in dining
 halls regardless of race/ethnicity?

OS DATA		SAS DATA				
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0327-0328	2		EA147__	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7523	8.3	-9	.	No response
55226	60.7	-1	.B	No survey return
822	0.9	1	1	Not at all
686	0.8	2	2	Small extent
3246	3.6	3	3	Moderate extent
8331	9.2	4	4	Large extent
15190	16.7	5	5	Very large extent
91024	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

At your installation/ship, to what extent...

EA082H Do people feel free to use any recreation facilities
 regardless of race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0329-0330	2	EA079_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7512	8.3	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
869	1.0	1	1	Not at all
594	0.7	2	2	Small extent
2987	3.3	3	3	Moderate extent
8165	9.0	4	4	Large extent
15670	17.2	5	5	Very large extent
91024	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

At your installation/ship, to what extent...

EA082I Are racist/extremist organizations or activities a problem?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0331-0332	2	EA079_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7443	8.2	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
21590	23.7	1	1	Not at all
3545	3.9	2	2	Small extent
2046	2.3	3	3	Moderate extent
589	0.7	4	4	Large extent
584	0.6	5	5	Very large extent
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

At your installation/ship, to what extent...

EA082J Are hate crimes/activities a problem?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0333-0334	2	EA079_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7613	8.4	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
22269	24.5	1	1	Not at all
3136	3.5	2	2	Small extent
1839	2.0	3	3	Moderate extent
459	0.5	4	4	Large extent
481	0.5	5	5	Very large extent
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

At your installation/ship, to what extent...

EA082K Are gang activities a problem?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0335-0336	2	EA147_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7441	8.2	-9	.	No response
55226	60.7	-1	.B	No survey return
20963	23.0	1	1	Not at all
4464	4.9	2	2	Small extent
2132	2.3	3	3	Moderate extent
433	0.5	4	4	Large extent
365	0.4	5	5	Very large extent
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

At your installation/ship, to what extent...

EA082L Are racist/extremist organizations or activities a problem
in the local community around your installation?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0337-0338	2	EA079_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7422	8.2	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
18461	20.3	1	1	Not at all
6122	6.7	2	2	Small extent
2827	3.1	3	3	Moderate extent
557	0.6	4	4	Large extent
408	0.5	5	5	Very large extent
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

At your installation/ship, to what extent...

EA082M Are hate groups/extremist activities a problem in the local
community around your installation?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0339-0340	2	EA147_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7473	8.2	-9	.	No response
55226	60.7	-1	.B	No survey return
18780	20.6	1	1	Not at all
6075	6.7	2	2	Small extent
2584	2.8	3	3	Moderate extent
497	0.6	4	4	Large extent
389	0.4	5	5	Very large extent
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

To what extent...

EA083A Do you feel uneasy being around people who are of
race/ethnic backgrounds different from yours?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0341-0342	2	EA079_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7098	7.8	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
23650	26.0	1	1	Not at all
3399	3.7	2	2	Small extent
1213	1.3	3	3	Moderate extent
239	0.3	4	4	Large extent
198	0.2	5	5	Very large extent
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

To what extent...

EA083B Have you felt pressure from Service members who are of your race/ethnicity not to socialize with members of other race/ethnic groups?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0343-0344	2	EA147_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7174	7.9	-9	.	No response
55226	60.7	-1	.B	No survey return
25717	28.3	1	1	Not at all
1622	1.8	2	2	Small extent
1028	1.1	3	3	Moderate extent
150	0.2	4	4	Large extent
107	0.1	5	5	Very large extent
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

To what extent...

EA083C Do you feel comfortable interacting with people from
different race/ethnic groups?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0345-0346	2	EA079_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7139	7.8	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
5254	5.8	1	1	Not at all
672	0.7	2	2	Small extent
1814	2.0	3	3	Moderate extent
5971	6.6	4	4	Large extent
14947	16.4	5	5	Very large extent
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How would you rate race relations... Mark one answer for each statement.

EA086A In your work group?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0347-0348	2	EA148_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7081	7.8	-9	.	No response
55226	60.7	-1	.B	No survey return
287	0.3	1	1	Poor
1103	1.2	2	2	Fair
3786	4.2	3	3	Good
7567	8.3	4	4	Very good
15974	17.6	5	5	Excellent
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How would you rate race relations... Mark one answer for each statement.

EA086B At your installation/ship?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0349-0350	2	EA148_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7149	7.9	-9	.	No response
55226	60.7	-1	.B	No survey return
320	0.4	1	1	Poor
1330	1.5	2	2	Fair
4840	5.3	3	3	Good
8727	9.6	4	4	Very good
13432	14.8	5	5	Excellent
91024	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How would you rate race relations... Mark one answer for each statement.

EA086C

In your Service?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0351-0352	2	EA148_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7112	7.8	-9	.	No response
55226	60.7	-1	.B	No survey return
406	0.5	1	1	Poor
1874	2.1	2	2	Fair
6225	6.8	3	3	Good
9400	10.3	4	4	Very good
10781	11.8	5	5	Excellent
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How would you rate race relations... Mark one answer for each statement.

EA086D In the local community around your installation?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0353-0354	2	EA083_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7191	7.9	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
858	0.9	1	1	Poor
3636	4.0	2	2	Fair
8297	9.1	3	3	Good
8043	8.8	4	4	Very good
7772	8.5	5	5	Excellent
91024	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

EA087 Have you had any training from military sources during the
past 12 months on topics related to racial/ethnic
harassment and discrimination?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0355-0356	2	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6865	7.5	-9	.	No response
55226	60.7	-1	.B	No survey return
5676	6.2	1	1	No
23257	25.6	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

My Service's training...

EA089A Provides a good understanding of what words and actions are considered racial/ethnic harassment and discrimination.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0357-0358	2	EA149_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
871	1.0	-9	.	No response
55226	60.7	-1	.B	No survey return
12510	13.7	-6	.N	Not applicable
127	0.1	1	1	Strongly disagree
213	0.2	2	2	Disagree
1977	2.2	3	3	Neither agree nor disagree
10098	11.1	4	4	Agree
10002	11.0	5	5	Strongly agree
91024	100.0	TOTALS		

EA088U = EA088, EA089AU = EA089A, EA089BU = EA089B, EA089CU = EA089C, EA089DU = EA089D, EA089EU = EA089E, EA089FU = EA089F, EA089GU = EA089G, EA089HU = EA089H, EA089IU = EA089I, EA089JU = EA089J, EA090U = EA090, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA088SK = 1 then do; EA088 = .N; EA089A = .N; EA089B = .N; EA089C = .N; EA089D = .N; EA089E = .N; EA089F = .N; EA089G = .N; EA089H = .N; EA089I = .N; EA089J = .N; EA090 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

My Service's training...

EA089B Teaches that racial/ethnic harassment and discrimination reduces the cohesion and effectiveness of your Service as a whole.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0359-0360	2	EA149_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
898	1.0	-9	.	No response
55226	60.7	-1	.B	No survey return
12510	13.7	-6	.N	Not applicable
115	0.1	1	1	Strongly disagree
120	0.1	2	2	Disagree
1700	1.9	3	3	Neither agree nor disagree
9729	10.7	4	4	Agree
10726	11.8	5	5	Strongly agree
91024	100.0	TOTALS		

EA088U = EA088, EA089AU = EA089A, EA089BU = EA089B, EA089CU = EA089C, EA089DU = EA089D, EA089EU = EA089E, EA089FU = EA089F, EA089GU = EA089G, EA089HU = EA089H, EA089IU = EA089I, EA089JU = EA089J, EA090U = EA090, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA088SK = 1 then do; EA088 = .N; EA089A = .N; EA089B = .N; EA089C = .N; EA089D = .N; EA089E = .N; EA089F = .N; EA089G = .N; EA089H = .N; EA089I = .N; EA089J = .N; EA090 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

My Service's training...

EA089C Identifies behaviors that are offensive to others and should not be tolerated.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0361-0362	2	EA149_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
909	1.0	-9	.	No response
55226	60.7	-1	.B	No survey return
12510	13.7	-6	.N	Not applicable
115	0.1	1	1	Strongly disagree
180	0.2	2	2	Disagree
1781	2.0	3	3	Neither agree nor disagree
10103	11.1	4	4	Agree
10200	11.2	5	5	Strongly agree
91024	100.0	TOTALS		

EA088U = EA088, EA089AU = EA089A, EA089BU = EA089B, EA089CU = EA089C, EA089DU = EA089D, EA089EU = EA089E, EA089FU = EA089F, EA089GU = EA089G, EA089HU = EA089H, EA089IU = EA089I, EA089JU = EA089J, EA090U = EA090, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA088SK = 1 then do; EA088 = .N; EA089A = .N; EA089B = .N; EA089C = .N; EA089D = .N; EA089E = .N; EA089F = .N; EA089G = .N; EA089H = .N; EA089I = .N; EA089J = .N; EA090 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

My Service's training...

EA089D Gives useful tools for dealing with racial/ethnic harassment and discrimination.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0363-0364	2	EA149_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
962	1.1	-9	.	No response
55226	60.7	-1	.B	No survey return
12510	13.7	-6	.N	Not applicable
128	0.1	1	1	Strongly disagree
308	0.3	2	2	Disagree
2515	2.8	3	3	Neither agree nor disagree
10202	11.2	4	4	Agree
9173	10.1	5	5	Strongly agree
91024	100.0	TOTALS		

EA088U = EA088, EA089AU = EA089A, EA089BU = EA089B, EA089CU = EA089C, EA089DU = EA089D, EA089EU = EA089E, EA089FU = EA089F, EA089GU = EA089G, EA089HU = EA089H, EA089IU = EA089I, EA089JU = EA089J, EA090U = EA090, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA088SK = 1 then do; EA088 = .N; EA089A = .N; EA089B = .N; EA089C = .N; EA089D = .N; EA089E = .N; EA089F = .N; EA089G = .N; EA089H = .N; EA089I = .N; EA089J = .N; EA090 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

My Service's training...

EA089E Explains the process for reporting racial/ethnic harassment
and discrimination.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0365-0366	2	EA149_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
961	1.1	-9	.	No response
55226	60.7	-1	.B	No survey return
12510	13.7	-6	.N	Not applicable
111	0.1	1	1	Strongly disagree
193	0.2	2	2	Disagree
1953	2.2	3	3	Neither agree nor disagree
10229	11.2	4	4	Agree
9841	10.8	5	5	Strongly agree
91024	100.0	TOTALS		

EA088U = EA088, EA089AU = EA089A, EA089BU = EA089B, EA089CU = EA089C, EA089DU = EA089D, EA089EU = EA089E, EA089FU = EA089F, EA089GU = EA089G, EA089HU = EA089H, EA089IU = EA089I, EA089JU = EA089J, EA090U = EA090, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA088SK = 1 then do; EA088 = .N; EA089A = .N; EA089B = .N; EA089C = .N; EA089D = .N; EA089E = .N; EA089F = .N; EA089G = .N; EA089H = .N; EA089I = .N; EA089J = .N; EA090 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

My Service's training...

EA089F Makes you feel it is safe to complain about offensive,
race/ethnic-related situations.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0367-0368	2	EA149_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
895	1.0	-9	.	No response
55226	60.7	-1	.B	No survey return
12510	13.7	-6	.N	Not applicable
152	0.2	1	1	Strongly disagree
407	0.5	2	2	Disagree
2632	2.9	3	3	Neither agree nor disagree
9884	10.9	4	4	Agree
9318	10.2	5	5	Strongly agree
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA088U = EA088, EA089AU = EA089A, EA089BU = EA089B, EA089CU = EA089C, EA089DU = EA089D, EA089EU = EA089E, EA089FU = EA089F, EA089GU = EA089G, EA089HU = EA089H, EA089IU = EA089I, EA089JU = EA089J, EA090U = EA090, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA088SK = 1 then do; EA088 = .N; EA089A = .N; EA089B = .N; EA089C = .N; EA089D = .N; EA089E = .N; EA089F = .N; EA089G = .N; EA089H = .N; EA089I = .N; EA089J = .N; EA090 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

My Service's training...

EA089G Promotes cross-cultural awareness.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0369-0370	2	EA149_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
893	1.0	-9	.	No response
55226	60.7	-1	.B	No survey return
12510	13.7	-6	.N	Not applicable
156	0.2	1	1	Strongly disagree
453	0.5	2	2	Disagree
2732	3.0	3	3	Neither agree nor disagree
9921	10.9	4	4	Agree
9133	10.0	5	5	Strongly agree
91024	100.0	TOTALS		

EA088U = EA088, EA089AU = EA089A, EA089BU = EA089B, EA089CU = EA089C, EA089DU = EA089D, EA089EU = EA089E, EA089FU = EA089F, EA089GU = EA089G, EA089HU = EA089H, EA089IU = EA089I, EA089JU = EA089J, EA090U = EA090, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA088SK = 1 then do; EA088 = .N; EA089A = .N; EA089B = .N; EA089C = .N; EA089D = .N; EA089E = .N; EA089F = .N; EA089G = .N; EA089H = .N; EA089I = .N; EA089J = .N; EA090 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

My Service's training...

EA089H Provides information about policies, procedures, and consequences of racial/ethnic harassment and discrimination.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0371-0372	2	EA149_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
946	1.0	-9	.	No response
55226	60.7	-1	.B	No survey return
12510	13.7	-6	.N	Not applicable
92	0.1	1	1	Strongly disagree
153	0.2	2	2	Disagree
1912	2.1	3	3	Neither agree nor disagree
10501	11.5	4	4	Agree
9684	10.6	5	5	Strongly agree
91024	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA088U = EA088, EA089AU = EA089A, EA089BU = EA089B, EA089CU = EA089C, EA089DU = EA089D, EA089EU = EA089E, EA089FU = EA089F, EA089GU = EA089G, EA089HU = EA089H, EA089IU = EA089I, EA089JU = EA089J, EA090U = EA090, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA088SK = 1 then do; EA088 = .N; EA089A = .N; EA089B = .N; EA089C = .N; EA089D = .N; EA089E = .N; EA089F = .N; EA089G = .N; EA089H = .N; EA089I = .N; EA089J = .N; EA090 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

My Service's training...

EA089I Provides information on your Service's policies on participation in hate groups/gangs/extremist activities.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0373-0374	2	EA149_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
910	1.0	-9	.	No response
55226	60.7	-1	.B	No survey return
12510	13.7	-6	.N	Not applicable
114	0.1	1	1	Strongly disagree
279	0.3	2	2	Disagree
2232	2.5	3	3	Neither agree nor disagree
10313	11.3	4	4	Agree
9440	10.4	5	5	Strongly agree
91024	100.0	TOTALS		

EA088U = EA088, EA089AU = EA089A, EA089BU = EA089B, EA089CU = EA089C, EA089DU = EA089D, EA089EU = EA089E, EA089FU = EA089F, EA089GU = EA089G, EA089HU = EA089H, EA089IU = EA089I, EA089JU = EA089J, EA090U = EA090, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA088SK = 1 then do; EA088 = .N; EA089A = .N; EA089B = .N; EA089C = .N; EA089D = .N; EA089E = .N; EA089F = .N; EA089G = .N; EA089H = .N; EA089I = .N; EA089J = .N; EA090 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

My Service's training...

EA089J Promotes religious tolerance

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0375-0376	2	EA149_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
913	1.0	-9	.	No response
55226	60.7	-1	.B	No survey return
12510	13.7	-6	.N	Not applicable
223	0.2	1	1	Strongly disagree
455	0.5	2	2	Disagree
3567	3.9	3	3	Neither agree nor disagree
9437	10.4	4	4	Agree
8693	9.6	5	5	Strongly agree
91024	100.0	TOTALS		

EA088U = EA088, EA089AU = EA089A, EA089BU = EA089B, EA089CU = EA089C, EA089DU = EA089D, EA089EU = EA089E, EA089FU = EA089F, EA089GU = EA089G, EA089HU = EA089H, EA089IU = EA089I, EA089JU = EA089J, EA090U = EA090, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA088SK = 1 then do; EA088 = .N; EA089A = .N; EA089B = .N; EA089C = .N; EA089D = .N; EA089E = .N; EA089F = .N; EA089G = .N; EA089H = .N; EA089I = .N; EA089J = .N; EA090 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

EA090

In your opinion, how effective was the training you received in actually reducing/preventing behaviors which might be seen as racial/ethnic harassment and discrimination?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0377-0378	2	EA092_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
694	0.8	-9	.	No response
55226	60.7	-1	.B	No survey return
12510	13.7	-6	.N	Not applicable
7876	8.7	1	1	Very effective
10408	11.4	2	2	Moderately effective
3362	3.7	3	3	Slightly effective
948	1.0	4	4	Not at all effective
91024	100.0	TOTALS		

EA088U = EA088, EA089AU = EA089A, EA089BU = EA089B, EA089CU = EA089C, EA089DU = EA089D, EA089EU = EA089E, EA089FU = EA089F, EA089GU = EA089G, EA089HU = EA089H, EA089IU = EA089I, EA089JU = EA089J, EA090U = EA090, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA088SK = 1 then do; EA088 = .N; EA089A = .N; EA089B = .N; EA089C = .N; EA089D = .N; EA089E = .N; EA089F = .N; EA089G = .N; EA089H = .N; EA089I = .N; EA089J = .N; EA090 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world?

EA091A Promotion opportunities

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0379-0380	2	EA050_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
8034	8.8	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
764	0.8	1	1	Much better as a civilian
2248	2.5	2	2	Better as a civilian
13327	14.6	3	3	No difference
7595	8.3	4	4	Better in the military
3829	4.2	5	5	Much better in the military
91024	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world?

EA091B Pay and benefits

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0381-0382	2	EA050_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
8103	8.9	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
1848	2.0	1	1	Much better as a civilian
4354	4.8	2	2	Better as a civilian
11557	12.7	3	3	No difference
6629	7.3	4	4	Better in the military
3306	3.6	5	5	Much better in the military
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world?

EA091C Fair performance evaluations

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0383-0384	2	EA137_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
8171	9.0	-9	.	No response
55226	60.7	-1	.B	No survey return
642	0.7	1	1	Much better as a civilian
1874	2.1	2	2	Better as a civilian
15048	16.5	3	3	No difference
7051	7.8	4	4	Better in the military
3012	3.3	5	5	Much better in the military
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world?

EA091D Education and training opportunities

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0385-0386	2	EA050_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
8127	8.9	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
766	0.8	1	1	Much better as a civilian
1791	2.0	2	2	Better as a civilian
11770	12.9	3	3	No difference
8774	9.6	4	4	Better in the military
4569	5.0	5	5	Much better in the military
91024	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world?

EA091E Quality of life

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0387-0388	2	EA050_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
8169	9.0	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
2111	2.3	1	1	Much better as a civilian
4071	4.5	2	2	Better as a civilian
11887	13.1	3	3	No difference
6483	7.1	4	4	Better in the military
3076	3.4	5	5	Much better in the military
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world?

EA091F Fair administration of criminal justice

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0389-0390	2	EA137_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
8106	8.9	-9	.	No response
55226	60.7	-1	.B	No survey return
661	0.7	1	1	Much better as a civilian
1749	1.9	2	2	Better as a civilian
14534	16.0	3	3	No difference
7397	8.1	4	4	Better in the military
3351	3.7	5	5	Much better in the military
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world?

EA091G Chance to show pride in yourself

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0391-0392	2	EA050_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
8105	8.9	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
577	0.6	1	1	Much better as a civilian
1084	1.2	2	2	Better as a civilian
12784	14.0	3	3	No difference
8271	9.1	4	4	Better in the military
4976	5.5	5	5	Much better in the military
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world?

EA091H Chance to show pride in your race/ethnic group

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0393-0394	2	EA137_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
8110	8.9	-9	.	No response
55226	60.7	-1	.B	No survey return
927	1.0	1	1	Much better as a civilian
1903	2.1	2	2	Better as a civilian
16307	17.9	3	3	No difference
5245	5.8	4	4	Better in the military
3306	3.6	5	5	Much better in the military
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world?

EA091I Freedom from harassment

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0395-0396	2	EA137_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
8114	8.9	-9	.	No response
55226	60.7	-1	.B	No survey return
348	0.4	1	1	Much better as a civilian
643	0.7	2	2	Better as a civilian
14275	15.7	3	3	No difference
8458	9.3	4	4	Better in the military
3960	4.4	5	5	Much better in the military
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world?

EA091J Freedom from discrimination

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0397-0398	2	EA137_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
8175	9.0	-9	.	No response
55226	60.7	-1	.B	No survey return
350	0.4	1	1	Much better as a civilian
678	0.7	2	2	Better as a civilian
14023	15.4	3	3	No difference
8499	9.3	4	4	Better in the military
4073	4.5	5	5	Much better in the military
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world?

EA091K

Freedom from extremism/hate crimes

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0399-0400	2	EA050_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
8294	9.1	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
191	0.2	1	1	Much better as a civilian
334	0.4	2	2	Better as a civilian
12303	13.5	3	3	No difference
9039	9.9	4	4	Better in the military
5636	6.2	5	5	Much better in the military
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world?

EA091L Race/ethnic relations overall

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0401-0402	2	EA050_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
8215	9.0	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
265	0.3	1	1	Much better as a civilian
508	0.6	2	2	Better as a civilian
11925	13.1	3	3	No difference
9486	10.4	4	4	Better in the military
5398	5.9	5	5	Much better in the military
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

EA092 Do you have friends of a different race/ethnicity with whom
you socialize in your home/quarters?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0403-0404	2	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7513	8.3	-9	.	No response
55226	60.7	-1	.B	No survey return
3552	3.9	1	1	No
24733	27.2	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

EA093

Do you have close personal friends who are of a different
race/ethnicity than yours?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0405-0406	2	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7679	8.4	-9	.	No response
55226	60.7	-1	.B	No survey return
3210	3.5	1	1	No
24909	27.4	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

EA094

Compared to right before you entered the military, do you have more or fewer close personal friends who are of a race/ethnicity different from yours?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0407-0408	2	EA049_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7498	8.2	-9	.	No response
55226	60.7	-1	.B	No survey return
13726	15.1	1	1	More now
12760	14.0	2	2	About the same
1814	2.0	3	3	Fewer now
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

EA095

In your opinion, have race/ethnic relations in our nation
gotten better or worse over the last 5 years?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0409-0410	2	EA025_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7582	8.3	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
14821	16.3	1	1	Better today
10961	12.0	2	2	About the same as 5 years ago
2433	2.7	3	3	Worse today
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

In your opinion, have opportunities in our nation gotten better or worse over the last 5 years for...

EA096A Blacks or African Americans

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0411-0412	2	EA138_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7919	8.7	-9	.	No response
55226	60.7	-1	.B	No survey return
121	0.1	1	1	Much worse
858	0.9	2	2	Worse
9265	10.2	3	3	Neither better nor worse
12819	14.1	4	4	Better
4816	5.3	5	5	Much better
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

In your opinion, have opportunities in our nation gotten better or worse over the last 5 years for...

EA096B

American Indians or Alaska Natives

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0413-0414	2	EA053_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
8084	8.9	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
141	0.2	1	1	Much worse
899	1.0	2	2	Worse
12945	14.2	3	3	Neither better nor worse
10337	11.4	4	4	Better
3391	3.7	5	5	Much better
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

In your opinion, have opportunities in our nation gotten better or worse over the last 5 years for...

EA096C Asians, Native Hawaiians or Pacific Islanders

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0415-0416	2	EA138_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
8136	8.9	-9	.	No response
55226	60.7	-1	.B	No survey return
71	0.1	1	1	Much worse
466	0.5	2	2	Worse
11977	13.2	3	3	Neither better nor worse
11451	12.6	4	4	Better
3697	4.1	5	5	Much better
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

In your opinion, have opportunities in our nation gotten better or worse over the last 5 years for...

EA096D Spanish/Hispanic/Latinos

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0417-0418	2	EA053_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
8097	8.9	-9	.	No response
2	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
111	0.1	1	1	Much worse
779	0.9	2	2	Worse
9254	10.2	3	3	Neither better nor worse
12972	14.3	4	4	Better
4583	5.0	5	5	Much better
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

In your opinion, have opportunities in our nation gotten better or worse over the last 5 years for...

EA096E

Arab Americans

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0419-0420	2	EA053_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
8103	8.9	-9	.	No response
3	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
2647	2.9	1	1	Much worse
9606	10.6	2	2	Worse
9063	10.0	3	3	Neither better nor worse
4571	5.0	4	4	Better
1805	2.0	5	5	Much better
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

In your opinion, have opportunities in our nation gotten better or worse over the last 5 years for...

EA096F

Whites

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0421-0422	2	EA138_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
8040	8.8	-9	.	No response
55226	60.7	-1	.B	No survey return
640	0.7	1	1	Much worse
2613	2.9	2	2	Worse
14855	16.3	3	3	Neither better nor worse
6497	7.1	4	4	Better
3153	3.5	5	5	Much better
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

In your opinion, have opportunities in our nation gotten better or worse over the last 5 years for...

EA096G

Muslims

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0423-0424	2	EA053_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
8073	8.9	-9	.	No response
6	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
2998	3.3	1	1	Much worse
10548	11.6	2	2	Worse
9378	10.3	3	3	Neither better nor worse
3559	3.9	4	4	Better
1236	1.4	5	5	Much better
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

EA098 In your opinion, have race/ethnic relations in the military
gotten better or worse over the last 5 years?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0425-0426	2	EA025_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3571	3.9	-9	.	No response
55226	60.7	-1	.B	No survey return
12056	13.2	-6	.N	Not applicable
11784	13.0	1	1	Better today
7962	8.8	2	2	About the same as 5 years ago
425	0.5	3	3	Worse today
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA097U = EA097, EA098U = EA098, EA099AU = EA099A, EA099BU = EA099B, EA099CU = EA099C, EA099DU = EA099D, EA099EU = EA099E, EA099FU = EA099F, EA099GU = EA099G, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA097SK = 1 then do; EA097 = .N; EA098 = .N; EA099A = .N; EA099B = .N; EA099C = .N; EA099D = .N; EA099E = .N; EA099F = .N; EA099G = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

In your opinion, have opportunities in the military gotten better or worse over the last 5 years for...

EA099A Blacks or African Americans

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0427-0428	2	EA138_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3787	4.2	-9	.	No response
55226	60.7	-1	.B	No survey return
12056	13.2	-6	.N	Not applicable
40	0.0	1	1	Much worse
239	0.3	2	2	Worse
8802	9.7	3	3	Neither better nor worse
7873	8.7	4	4	Better
3001	3.3	5	5	Much better
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA097U = EA097, EA098U = EA098, EA099AU = EA099A, EA099BU = EA099B, EA099CU = EA099C, EA099DU = EA099D, EA099EU = EA099E, EA099FU = EA099F, EA099GU = EA099G, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA097SK = 1 then do; EA097 = .N; EA098 = .N; EA099A = .N; EA099B = .N; EA099C = .N; EA099D = .N; EA099E = .N; EA099F = .N; EA099G = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

In your opinion, have opportunities in the military gotten better or worse over the last 5 years for...

EA099B American Indians or Alaska Natives

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0429-0430	2	EA138_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3906	4.3	-9	.	No response
55226	60.7	-1	.B	No survey return
12056	13.2	-6	.N	Not applicable
41	0.1	1	1	Much worse
201	0.2	2	2	Worse
10463	11.5	3	3	Neither better nor worse
6879	7.6	4	4	Better
2252	2.5	5	5	Much better
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA097U = EA097, EA098U = EA098, EA099AU = EA099A, EA099BU = EA099B, EA099CU = EA099C, EA099DU = EA099D, EA099EU = EA099E, EA099FU = EA099F, EA099GU = EA099G, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA097SK = 1 then do; EA097 = .N; EA098 = .N; EA099A = .N; EA099B = .N; EA099C = .N; EA099D = .N; EA099E = .N; EA099F = .N; EA099G = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

In your opinion, have opportunities in the military gotten better or worse over the last 5 years for...

EA099C Asians, Native Hawaiians or Pacific Islanders

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0431-0432	2	EA138_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3958	4.4	-9	.	No response
55226	60.7	-1	.B	No survey return
12056	13.2	-6	.N	Not applicable
32	0.0	1	1	Much worse
150	0.2	2	2	Worse
10048	11.0	3	3	Neither better nor worse
7197	7.9	4	4	Better
2357	2.6	5	5	Much better
91024	100.0	TOTALS		

EA097U = EA097, EA098U = EA098, EA099AU = EA099A, EA099BU = EA099B, EA099CU = EA099C, EA099DU = EA099D, EA099EU = EA099E, EA099FU = EA099F, EA099GU = EA099G, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA097SK = 1 then do; EA097 = .N; EA098 = .N; EA099A = .N; EA099B = .N; EA099C = .N; EA099D = .N; EA099E = .N; EA099F = .N; EA099G = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

In your opinion, have opportunities in the military gotten better or worse over the last 5 years for...

EA099D Spanish/Hispanic/Latinos

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0433-0434	2	EA138_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3955	4.4	-9	.	No response
55226	60.7	-1	.B	No survey return
12056	13.2	-6	.N	Not applicable
39	0.0	1	1	Much worse
188	0.2	2	2	Worse
9080	10.0	3	3	Neither better nor worse
7797	8.6	4	4	Better
2683	3.0	5	5	Much better
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA097U = EA097, EA098U = EA098, EA099AU = EA099A, EA099BU = EA099B, EA099CU = EA099C, EA099DU = EA099D, EA099EU = EA099E, EA099FU = EA099F, EA099GU = EA099G, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA097SK = 1 then do; EA097 = .N; EA098 = .N; EA099A = .N; EA099B = .N; EA099C = .N; EA099D = .N; EA099E = .N; EA099F = .N; EA099G = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

In your opinion, have opportunities in the military gotten better or worse over the last 5 years for...

EA099E Arab Americans

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0435-0436	2	EA053_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4015	4.4	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
12056	13.2	-6	.N	Not applicable
528	0.6	1	1	Much worse
2564	2.8	2	2	Worse
9810	10.8	3	3	Neither better nor worse
5083	5.6	4	4	Better
1741	1.9	5	5	Much better
91024	100.0	TOTALS		

EA097U = EA097, EA098U = EA098, EA099AU = EA099A, EA099BU = EA099B, EA099CU = EA099C, EA099DU = EA099D, EA099EU = EA099E, EA099FU = EA099F, EA099GU = EA099G, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA097SK = 1 then do; EA097 = .N; EA098 = .N; EA099A = .N; EA099B = .N; EA099C = .N; EA099D = .N; EA099E = .N; EA099F = .N; EA099G = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

In your opinion, have opportunities in the military gotten better or worse over the last 5 years for...

EA099F

Whites

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0437-0438	2	EA138_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3897	4.3	-9	.	No response
55226	60.7	-1	.B	No survey return
12056	13.2	-6	.N	Not applicable
242	0.3	1	1	Much worse
1060	1.2	2	2	Worse
11653	12.8	3	3	Neither better nor worse
4798	5.3	4	4	Better
2092	2.3	5	5	Much better
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA097U = EA097, EA098U = EA098, EA099AU = EA099A, EA099BU = EA099B, EA099CU = EA099C, EA099DU = EA099D, EA099EU = EA099E, EA099FU = EA099F, EA099GU = EA099G, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA097SK = 1 then do; EA097 = .N; EA098 = .N; EA099A = .N; EA099B = .N; EA099C = .N; EA099D = .N; EA099E = .N; EA099F = .N; EA099G = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

In your opinion, have opportunities in the military gotten better or worse over the last 5 years for...

EA099G Muslims

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0439-0440	2	EA138_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3948	4.3	-9	.	No response
55226	60.7	-1	.B	No survey return
12056	13.2	-6	.N	Not applicable
778	0.9	1	1	Much worse
3190	3.5	2	2	Worse
10309	11.3	3	3	Neither better nor worse
4191	4.6	4	4	Better
1326	1.5	5	5	Much better
91024	100.0	TOTALS		

EA097U = EA097, EA098U = EA098, EA099AU = EA099A, EA099BU = EA099B, EA099CU = EA099C, EA099DU = EA099D, EA099EU = EA099E, EA099FU = EA099F, EA099GU = EA099G, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA097SK = 1 then do; EA097 = .N; EA098 = .N; EA099A = .N; EA099B = .N; EA099C = .N; EA099D = .N; EA099E = .N; EA099F = .N; EA099G = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey

COMMENTFLG

If you have comments or concerns that you were not able to express in answering this survey, please enter them in the space provided. Any comments you make on this questionnaire will be kept confidential, and no follow-up action will be taken in response to any specifics reported. If you want to report a harassment problem, information about how to do so is available through your Equal Opportunity or Civil Rights Office. - Flag

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0441-0442	2	EA059_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
28859	31.7	1	1	No text entered
6939	7.6	2	2	Text entered
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

ASSIGN

Assignment/Career reflects the extent to which members believe an aspect of their current assignment or career progression was hampered because of the member's race/ethnicity. (with labeling item)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0443-0444	2	EA028_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
31	0.0	-9	.	No response
55226	60.7	-1	.B	No survey return
34858	38.3	1	1	Did Not Experience Behavior
909	1.0	2	2	Experienced Behavior
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

ASSIGN2

Assignment/Career reflects the extent to which members believe an aspect of their current assignment or career progression was hampered because of the member's race/ethnicity.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0445-0446	2	EA028_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
31	0.0	-9	.	No response
55226	60.7	-1	.B	No survey return
34257	37.6	1	1	Did Not Experience Behavior
1510	1.7	2	2	Experienced Behavior
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

COMBO5

COMBO51 A-K

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0447-0448	2	EA045_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
29013	31.9	-9	.	No response
55226	60.7	-1	.B	No survey return
2190	2.4	1	1	Member Incident - DoD (Single Category)
1517	1.7	2	2	Member Incident - Community (Single Category)
644	0.7	3	3	Member/Family Incident (Single Category)
719	0.8	4	4	Combination of Member Incident - DoD and Member Incident - Community
1715	1.9	5	5	Combination of Member Incident - DoD, Member Incident - Community, and Member/Family Incident
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

COMMITA

Affective Commitment Scale

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0449-0450	2	EA132_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1952	2.1	-9	.	No response
55226	60.7	-1	.B	No survey return
166	0.2	1	1	1
46	0.1	1.16650	1.166503	1.166503
2	0.0	1.19995	1.199951	1.199951
84	0.1	1.33325	1.333251	1.333251
5	0.0	1.39990	1.399902	1.399902
102	0.1	1.50000	1.5	1.5
6	0.0	1.59985	1.599853	1.599853
145	0.2	1.66650	1.666503	1.666503
5	0.0	1.79980	1.799804	1.799804
165	0.2	1.83325	1.833251	1.833251
261	0.3	2	2	2
300	0.3	2.16650	2.166503	2.166503
3	0.0	2.19971	2.199707	2.199707
385	0.4	2.33301	2.333007	2.333007
10	0.0	2.39990	2.399902	2.399902
435	0.5	2.50000	2.5	2.5
18	0.0	2.59961	2.599609	2.599609
659	0.7	2.66650	2.666503	2.666503
3	0.0	2.75000	2.75	2.75
29	0.0	2.79980	2.799804	2.799804
712	0.8	2.83301	2.833007	2.833007
1188	1.3	3	3	3
1219	1.3	3.16650	3.166503	3.166503
26	0.0	3.19971	3.199707	3.199707
5	0.0	3.25000	3.25	3.25
1510	1.7	3.33301	3.333007	3.333007
39	0.0	3.39990	3.399902	3.399902
1855	2.0	3.50000	3.5	3.5
56	0.1	3.59961	3.599609	3.599609
2497	2.7	3.66650	3.666503	3.666503
3	0.0	3.75000	3.75	3.75
60	0.1	3.79980	3.799804	3.799804
3055	3.4	3.83301	3.833007	3.833007
4427	4.9	4	4	4
2999	3.3	4.16602	4.166015	4.166015
47	0.1	4.19922	4.199218	4.199218
3	0.0	4.25000	4.25	4.25
2520	2.8	4.33301	4.333007	4.333007
55	0.1	4.39941	4.399414	4.399414
2319	2.6	4.50000	4.5	4.5
45	0.1	4.59961	4.599609	4.599609
2147	2.4	4.66602	4.666015	4.666015

(CONTINUED)

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

COMMITA

Affective Commitment Scale

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0449-0450	2	EA132_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1	0.0	4.75000	4.75	4.75
25	0.0	4.79980	4.799804	4.799804
1908	2.1	4.83301	4.833007	4.833007
2296	2.5	5	5	5
91024	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

COMMITC

Continuance Commitment Scale

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0451-0452	2	EA132_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1941	2.1	-9	.	No response
55226	60.7	-1	.B	No survey return
1039	1.1	1	1	1
786	0.9	1.19995	1.199951	1.199951
27	0.0	1.25000	1.25	1.25
5	0.0	1.33325	1.333251	1.333251
1091	1.2	1.39990	1.399902	1.399902
17	0.0	1.50000	1.5	1.5
1447	1.6	1.59985	1.599853	1.599853
6	0.0	1.66650	1.666503	1.666503
25	0.0	1.75000	1.75	1.75
2033	2.2	1.79980	1.799804	1.799804
2716	3.0	2	2	2
2535	2.8	2.19971	2.199707	2.199707
41	0.1	2.25000	2.25	2.25
10	0.0	2.33301	2.333007	2.333007
3003	3.3	2.39990	2.399902	2.399902
72	0.1	2.50000	2.5	2.5
2785	3.1	2.59961	2.599609	2.599609
7	0.0	2.66650	2.666503	2.666503
48	0.1	2.75000	2.75	2.75
2891	3.2	2.79980	2.799804	2.799804
2920	3.2	3	3	3
2385	2.6	3.19971	3.199707	3.199707
43	0.1	3.25000	3.25	3.25
7	0.0	3.33301	3.333007	3.333007
2016	2.2	3.39990	3.399902	3.399902
42	0.1	3.50000	3.5	3.5
1636	1.8	3.59961	3.599609	3.599609
8	0.0	3.66650	3.666503	3.666503
23	0.0	3.75000	3.75	3.75
1229	1.4	3.79980	3.799804	3.799804
1041	1.1	4	4	4
702	0.8	4.19922	4.199218	4.199218
15	0.0	4.25000	4.25	4.25
2	0.0	4.33301	4.333007	4.333007
416	0.5	4.39941	4.399414	4.399414
10	0.0	4.50000	4.5	4.5
311	0.3	4.59961	4.599609	4.599609
1	0.0	4.66602	4.666015	4.666015
3	0.0	4.75000	4.75	4.75
180	0.2	4.79980	4.799804	4.799804
283	0.3	5	5	5
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

COMMITN

Normative Commitment Scale

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0453-0454	2	EA132_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1950	2.1	-9	.	No response
55226	60.7	-1	.B	No survey return
2634	2.9	1	1	1
2159	2.4	1.33325	1.333251	1.333251
46	0.1	1.50000	1.5	1.5
2957	3.3	1.66650	1.666503	1.666503
4502	5.0	2	2	2
4176	4.6	2.33301	2.333007	2.333007
77	0.1	2.50000	2.5	2.5
4264	4.7	2.66650	2.666503	2.666503
3887	4.3	3	3	3
2928	3.2	3.33301	3.333007	3.333007
58	0.1	3.50000	3.5	3.5
2020	2.2	3.66650	3.666503	3.666503
1691	1.9	4	4	4
1026	1.1	4.33301	4.333007	4.333007
11	0.0	4.50000	4.5	4.5
648	0.7	4.66602	4.666015	4.666015
764	0.8	5	5	5
91024	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

COMOFF

Offensive Encounters can be defined as situations in which members indicated that civilians in the community engaged in racially/ethnically insensitive behavior that caused them discomfort or was insulting. (with labeling item)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0455-0456	2	EA028_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
31	0.0	-9	.	No response
55226	60.7	-1	.B	No survey return
32879	36.1	1	1	Did Not Experience Behavior
2888	3.2	2	2	Experienced Behavior
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

COMOFF2

Offensive Encounters can be defined as situations in which members indicated that civilians in the community engaged in racially/ethnically insensitive behavior that caused them discomfort or was insulting.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0457-0458	2	EA028_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
31	0.0	-9	.	No response
55226	60.7	-1	.B	No survey return
22661	24.9	1	1	Did Not Experience Behavior
13106	14.4	2	2	Experienced Behavior
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

COMTHRT

Threat/Harm can be defined as perceptions of threat, vandalism, and assault stemming from the member's race/ethnicity and caused by a civilian in the community. (with labeling item)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0459-0460	2	EA028_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
31	0.0	-9	.	No response
55226	60.7	-1	.B	No survey return
34914	38.4	1	1	Did Not Experience Behavior
853	0.9	2	2	Experienced Behavior
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

COMTHRT2

Threat/Harm can be defined as perceptions of threat, vandalism, and assault stemming from the member's race/ethnicity and caused by a civilian in the community.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0461-0462	2	EA028_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
31	0.0	-9	.	No response
55226	60.7	-1	.B	No survey return
33877	37.2	1	1	Did Not Experience Behavior
1890	2.1	2	2	Experienced Behavior
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

DEPLYDYR Recode DEPLYDY-In the past 12 months, how many nights have you been away from your permanent duty station because of your military duties?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0463-0464	2	EA011_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2122	2.3	-9	.	No response
3	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
8970	9.9	1	1	0 nights
7520	8.3	2	2	1-29 Nights
7513	8.3	3	3	30-89 nights
5062	5.6	4	4	90-179 nights
3165	3.5	5	5	180-269 nights
1443	1.6	6	6	270-365 nights
91024	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

DODOFF

Offensive encounters reflects whether members indicated they experienced situations in which other DoD personnel engaged in racially/ethnically insensitive behavior that caused them discomfort or was insulting. (with labeling item)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0465-0466	2	EA169_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
31	0.0	-9	.	No response
55226	60.7	-1	.B	No survey return
32695	35.9	1	1	Did Not Experience Behavior
3072	3.4	2	2	Experienced Behavior
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

DODOFF2

Offensive encounters reflects whether members indicated they experienced situations in which other DoD personnel engaged in racially/ethnically insensitive behavior that caused them discomfort or was insulting.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0467-0468	2	EA028_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
31	0.0	-9	.	No response
55226	60.7	-1	.B	No survey return
21610	23.7	1	1	Did Not Experience Behavior
14157	15.6	2	2	Experienced Behavior
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

DODTHRT Threat/Harm can be defined as perceptions of threat, vandalism, and assault stemming from the members' race/ethnicity and caused by DoD personnel. (with labeling item)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0469-0470	2	EA028_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
31	0.0	-9	.	No response
55226	60.7	-1	.B	No survey return
35071	38.5	1	1	Did Not Experience Behavior
696	0.8	2	2	Experienced Behavior
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

DODTHRT2 Threat/Harm can be defined as perceptions of threat,
vandalism, and assault stemming from the members'
race/ethnicity and caused by DoD personnel

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0471-0472	2	EA028_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
31	0.0	-9	.	No response
55226	60.7	-1	.B	No survey return
34358	37.8	1	1	Did Not Experience Behavior
1409	1.6	2	2	Experienced Behavior
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA019R Recode EA019-How many years of active-duty service have you completed (including enlisted, warrant officer, and commissioned officer time)?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0473-0474	2	EA041_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1633	1.8	-9	.	No response
23	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
5476	6.0	1	1	Less than 3 years
6824	7.5	2	2	3 years to less than 6 years
5483	6.0	3	3	6 years to less than 10 years
16359	18.0	4	4	10 or more years
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA022BR

Recode EA022B-If you had a close personal friend considering active-duty military service, would you recommend that he/she join? A friend who is African American

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0475-0476	2	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2277	2.5	-9	.	No response
55226	60.7	-1	.B	No survey return
7632	8.4	1	1	No
25889	28.4	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA022CR Recode EA022C-If you had a close personal friend considering active-duty military service, would you recommend that he/she join? A friend who is American Indian or Alaska Native

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0477-0478	2	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2277	2.5	-9	.	No response
55226	60.7	-1	.B	No survey return
8145	9.0	1	1	No
25376	27.9	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA022DR

Recode EA022D-If you had a close personal friend considering active-duty military service, would you recommend that he/she join? A friend who is Asian

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0479-0480	2	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2277	2.5	-9	.	No response
55226	60.7	-1	.B	No survey return
7830	8.6	1	1	No
25691	28.2	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA022ER Recode EA022E-If you had a close personal friend considering active-duty military service, would you recommend that he/she join? A friend who is Native Hawaiian or other Pacific Islander

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0481-0482	2	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2277	2.5	-9	.	No response
55226	60.7	-1	.B	No survey return
8005	8.8	1	1	No
25516	28.0	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA022FR Recode EA022F-If you had a close personal friend considering active-duty military service, would you recommend that he/she join? A friend who is Spanish/Hispanic/Latino

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0483-0484	2	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2277	2.5	-9	.	No response
55226	60.7	-1	.B	No survey return
7537	8.3	1	1	No
25984	28.6	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA029AR

Recode EA029A-Since September 11, 2001, have you been
deployed for any of the following operations? Operation
Noble Eagle

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0485-0486	2	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2066	2.3	-9	.	No response
55226	60.7	-1	.B	No survey return
31468	34.6	1	1	No
2264	2.5	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA029BR

Recode EA029B-Since September 11, 2001, have you been
deployed for any of the following operations? Operation
Enduring Freedom

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0487-0488	2	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2066	2.3	-9	.	No response
55226	60.7	-1	.B	No survey return
23958	26.3	1	1	No
9774	10.7	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA029CR

Recode EA029C-Since September 11, 2001, have you been
deployed for any of the following operations? Operation
Iraqi Freedom

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0489-0490	2	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2066	2.3	-9	.	No response
55226	60.7	-1	.B	No survey return
21723	23.9	1	1	No
12009	13.2	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA029DR

Recode EA029D-Since September 11, 2001, have you been
deployed for any of the following operations? Other

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0491-0492	2	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2066	2.3	-9	.	No response
55226	60.7	-1	.B	No survey return
26953	29.6	1	1	No
6779	7.5	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA031R Recode EA031-How many days have you been deployed to a combat zone or an area where you drew imminent danger or hostile fire pay since September 11, 2001?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0493-0494	2	EA012_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
194	0.2	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
20625	22.7	-6	.N	Not applicable
3264	3.6	1	1	1-90 days
4568	5.0	2	2	91-180 days
2469	2.7	3	3	181-270 days
2704	3.0	4	4	271-365 days
1973	2.2	5	5	More than 365 days
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA033R What is the paygrade of your immediate supervisor in your
current military work group?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0495-0496	2	EA034_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2061	2.3	-9	.	No response
7	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
9560	10.5	1	1	E6 or below
6042	6.6	2	2	E7-E9
3712	4.1	3	3	O1-O3
12130	13.3	4	4	O4-O6
2286	2.5	5	5	Other
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA034AR

Recode EA034A-What is the race/ethnic background of your
immediate supervisor in your current military work group?
White

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0497-0498	2	EA076_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2353	2.6	-9	.	No response
55226	60.7	-1	.B	No survey return
8480	9.3	1	1	Not Marked
24965	27.4	2	2	Marked
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA034BR

Recode EA034B-What is the race/ethnic background of your immediate supervisor in your current military work group? Black or African/American

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0499-0500	2	EA076_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2353	2.6	-9	.	No response
55226	60.7	-1	.B	No survey return
27998	30.8	1	1	Not Marked
5447	6.0	2	2	Marked
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA034CR

Recode EA034C-What is the race/ethnic background of your immediate supervisor in your current military work group? American Indian or Alaskan Native

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0501-0502	2	EA076_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2353	2.6	-9	.	No response
55226	60.7	-1	.B	No survey return
33264	36.5	1	1	Not Marked
181	0.2	2	2	Marked
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA034DR Recode EA034D-What is the race/ethnic background of your
immediate supervisor in your current military work group?
Asian

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0503-0504	2	EA076_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2353	2.6	-9	.	No response
55226	60.7	-1	.B	No survey return
32208	35.4	1	1	Not Marked
1237	1.4	2	2	Marked
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA034ER

Recode EA034E-What is the race/ethnic background of your
immediate supervisor in your current military work group?
Native Hawaiian or other Pacific Islander

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0505-0506	2	EA076_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2353	2.6	-9	.	No response
55226	60.7	-1	.B	No survey return
33140	36.4	1	1	Not Marked
305	0.3	2	2	Marked
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA034FR

Recode EA034F-What is the race/ethnic background of your immediate supervisor in your current military work group? Spanish/Hispanic/Latino

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0507-0508	2	EA076_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2353	2.6	-9	.	No response
55226	60.7	-1	.B	No survey return
31333	34.4	1	1	Not Marked
2112	2.3	2	2	Marked
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA034MR

Recode EA034M-What is the race/ethnic background of your
immediate supervisor in your current military work group?
Marked more than one

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0509-0510	2	EA076_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2353	2.6	-9	.	No response
55226	60.7	-1	.B	No survey return
31174	34.3	1	1	Not Marked
2271	2.5	2	2	Marked
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA045AR2

How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)...a. Made unwelcome attempts to draw you into an offensive discussion of racial/ethnic matters?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0511-0512	2	EA056_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
29123	32.0	1	1	Never
6675	7.3	2	2	At least once
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA045BR2

How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)...b. Told stories or jokes which were racist or depicted your race/ethnicity negatively?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0513-0514	2	EA056_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
25397	27.9	1	1	Never
10401	11.4	2	2	At least once
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA045CR2

How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)...c. Were condescending to you because of your race/ethnicity?

OS DATA	
COLS	LENGTH
0515-0516	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EA056_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
30104	33.1	1	1	Never
5694	6.3	2	2	At least once
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA045DR2

How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)...d. Put up or distributed materials (for example, pictures, leaflets, symbols, graffiti, music, stories) which were racist or showed your race/ethnicity negatively?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0517-0518	2	EA056_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
33711	37.0	1	1	Never
2087	2.3	2	2	At least once
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA045ER2

How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)...e. Displayed tattoos or wore distinctive clothes which were racist?

OS DATA	
COLS	LENGTH
0519-0520	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EA056_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
33271	36.6	1	1	Never
2527	2.8	2	2	At least once
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA045FR2

How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)...f. Did not include you in social activities because of your race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0521-0522	2	EA056_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
33204	36.5	1	1	Never
2594	2.9	2	2	At least once
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA045GR2

How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)...g. Made you feel uncomfortable by hostile looks or stares because of your race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0523-0524	2	EA056_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
31964	35.1	1	1	Never
3834	4.2	2	2	At least once
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA045HR2

How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)...h. Made offensive remarks about your appearance (for example, about skin color) because of your race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0525-0526	2	EA056_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
33052	36.3	1	1	Never
2746	3.0	2	2	At least once
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA045IR2

How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)...i. Made remarks suggesting that people of your race/ethnicity are not suited for the kind of work you do?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0527-0528	2	EA056_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
33501	36.8	1	1	Never
2297	2.5	2	2	At least once
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA045JR2

How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)...j. Made other offensive remarks about your race/ethnicity (for example, referred to your race/ethnicity with an offensive name)?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0529-0530	2	EA056_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
32126	35.3	1	1	Never
3672	4.0	2	2	At least once
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA045KR2

How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)...k. Vandalized your property because of your race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0531-0532	2	EA056_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
35335	38.8	1	1	Never
463	0.5	2	2	At least once
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA045LR2

How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)...1. Made you feel threatened with retaliation if you did not go along with things that were racially/ethnically offensive to you?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0533-0534	2	EA056_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
34884	38.3	1	1	Never
914	1.0	2	2	At least once
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA045MR2

How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)...m. Physically threatened or intimidated you because of your race/ethnicity?

OS DATA	
COLS	LENGTH
0535-0536	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EA056_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
34970	38.4	1	1	Never
828	0.9	2	2	At least once
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA045NR2

How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)...n. Assaulted you physically because of your race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0537-0538	2	EA056_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
35493	39.0	1	1	Never
305	0.3	2	2	At least once
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA0450R2

How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)...o. Bothered or hurt any of your family in the ways listed above because of your or your family's race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0539-0540	2	EA056_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
35221	38.7	1	1	Never
577	0.6	2	2	At least once
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA046AR2

How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation...a. Made unwelcome attempts to draw you into an offensive discussion of racial/ethnic matters?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0541-0542	2	EA056_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
30138	33.1	1	1	Never
5660	6.2	2	2	At least once
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA046BR2

How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation...b. Told stories or jokes which were racist or depicted your race/ethnicity negatively?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0543-0544	2	EA056_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
27996	30.8	1	1	Never
7802	8.6	2	2	At least once
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA046CR2

How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation...c. Were condescending to you because of your race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0545-0546	2	EA056_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
30784	33.8	1	1	Never
5014	5.5	2	2	At least once
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA046DR2

How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation...d. Put up or distributed materials (for example, pictures, leaflets, symbols, graffiti, music, stories) which were racist or showed your race/ethnicity negatively?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0547-0548	2	EA056_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
32721	36.0	1	1	Never
3077	3.4	2	2	At least once
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA046ER2

How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation...e. Displayed tattoos or wore distinctive clothes which were racist?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0549-0550	2	EA056_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
31378	34.5	1	1	Never
4420	4.9	2	2	At least once
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA046FR2

How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation...f. Did not include you in social activities because of your race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0551-0552	2	EA056_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
33552	36.9	1	1	Never
2246	2.5	2	2	At least once
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA046GR2

How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation...g. Made you feel uncomfortable by hostile looks or stares because of your race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0553-0554	2	EA056_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
29651	32.6	1	1	Never
6147	6.8	2	2	At least once
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA046HR2

How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation...h. Made offensive remarks about your appearance (for example, about skin color) because of your race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0555-0556	2	EA056_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
32919	36.2	1	1	Never
2879	3.2	2	2	At least once
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA046IR2

How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation...i. Made remarks suggesting that people of your race/ethnicity are not suited for the kind of work you do?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0557-0558	2	EA056_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
34068	37.4	1	1	Never
1730	1.9	2	2	At least once
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA046JR2

How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation...j. Made other offensive remarks about your race/ethnicity (for example, referred to your race/ethnicity with an offensive name)?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0559-0560	2	EA056_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
32415	35.6	1	1	Never
3383	3.7	2	2	At least once
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA046KR2

How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation...k. Vandalized your property because of your race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0561-0562	2	EA056_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
35065	38.5	1	1	Never
733	0.8	2	2	At least once
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA046LR2

How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation...l. Made you feel threatened with retaliation if you did not go along with things that were racially/ethnically offensive to you?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0563-0564	2	EA056_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
35086	38.6	1	1	Never
712	0.8	2	2	At least once
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA046MR2

How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation...m. Physically threatened or intimidated you because of your race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0565-0566	2	EA056_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
34527	37.9	1	1	Never
1271	1.4	2	2	At least once
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA046NR2

How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation...n. Assaulted you physically because of your race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0567-0568	2	EA056_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
35407	38.9	1	1	Never
391	0.4	2	2	At least once
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA046OR2

How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation...o. Bothered or hurt any of your family in the ways listed above because of your or your family's race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0569-0570	2	EA056_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
34607	38.0	1	1	Never
1191	1.3	2	2	At least once
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA050R2

Briefing-Do you think that DoD and your Service have a responsibility to prevent the racial/ethnic harassment or discrimination which YOU MARKED AS HAPPENING TO YOU OR YOUR FAMILY?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0571-0572	2	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
46	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
31890	35.0	-6	.N	Not applicable
1351	1.5	1	1	No
2511	2.8	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA052R2

Briefing-Would you say that you and/or your family experienced racial/ethnic harassment or discrimination in what you said happened in the situation that bothered you most?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0573-0574	2	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2146	2.4	-9	.	No response
2	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
17549	19.3	1	1	No
4479	4.9	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA055AR4 Briefing-Where and when did this situation occur? At a
military installation

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0575-0576	2	EA073_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5564	6.1	-9	.	No response
55226	60.7	-1	.B	No survey return
11628	12.8	-6	.N	Not applicable
15992	17.6	1	1	None of it, Some of it, Most or it
2614	2.9	2	2	All of it
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA055BR4

Briefing- Where and when did this situation occur? At your military work (the place where you perform your military duties)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0577-0578	2	EA073_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5631	6.2	-9	.	No response
55226	60.7	-1	.B	No survey return
11628	12.8	-6	.N	Not applicable
16602	18.2	1	1	None of it, Some of it, Most or it
1937	2.1	2	2	All of it
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA055CR4 Briefing-Where and when did this situation occur? During
duty hours

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0579-0580	2	EA073_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5714	6.3	-9	.	No response
55226	60.7	-1	.B	No survey return
11628	12.8	-6	.N	Not applicable
16226	17.8	1	1	None of it, Some of it, Most or it
2230	2.5	2	2	All of it
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA055DR4 Briefing-Where and when did this situation occur? In a work environment where members of your racial/ethnic background are uncommon

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0581-0582	2	EA073_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5725	6.3	-9	.	No response
55226	60.7	-1	.B	No survey return
11628	12.8	-6	.N	Not applicable
17489	19.2	1	1	None of it, Some of it, Most or it
956	1.1	2	2	All of it
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA055ER4 Briefing-Where and when did this situation occur? While you were deployed

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0583-0584	2	EA073_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5892	6.5	-9	.	No response
55226	60.7	-1	.B	No survey return
11628	12.8	-6	.N	Not applicable
17589	19.3	1	1	None of it, Some of it, Most or it
689	0.8	2	2	All of it
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA055FR4

Briefing-Where and when did this situation occur? In the
local community around an installation

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0585-0586	2	EA073_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5821	6.4	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
11628	12.8	-6	.N	Not applicable
15262	16.8	1	1	None of it, Some of it, Most or it
3086	3.4	2	2	All of it
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA055GR4

Briefing-Where and when did this situation occur? At your
current permanent duty station

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0587-0588	2	EA073_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5743	6.3	-9	.	No response
55226	60.7	-1	.B	No survey return
11628	12.8	-6	.N	Not applicable
15335	16.9	1	1	None of it, Some of it, Most or it
3092	3.4	2	2	All of it
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA062R2

Briefing-How long did this situation last, or if
continuing, how long has it been going on?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0589-0590	2	EA062R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
9780	10.7	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
9467	10.4	1	1	Less than 1 week
2199	2.4	2	2	1 month to less than 6 months
2729	3.0	3	3	6 months or more
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA063AR

Recode EA063A-As a result of the situation, did you...Try
to ignore the behavior?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0591-0592	2	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
8904	9.8	-9	.	No response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
4968	5.5	1	1	No
10304	11.3	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA063BR

Recode EA063B-As a result of the situation, did you...Try
to avoid the person(s) who bothered you?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0593-0594	2	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
8904	9.8	-9	.	No response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
6806	7.5	1	1	No
8466	9.3	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA063CR Recode EA063C-As a result of the situation, did you...Try
to forget it?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0595-0596	2	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
8904	9.8	-9	.	No response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
6152	6.8	1	1	No
9120	10.0	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA063DR Recode EA063D-As a result of the situation, did you...Tell
the person(s) to stop?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0597-0598	2	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
8904	9.8	-9	.	No response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
8975	9.9	1	1	No
6297	6.9	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA063ER

Recode EA063E-As a result of the situation, did you...Ask
someone else to speak to the person(s) for you?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0599-0600	2	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
8904	9.8	-9	.	No response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
11931	13.1	1	1	No
3341	3.7	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA063FR

Recode EA063F-As a result of the situation, did
you...Settle it yourself physically?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0601-0602	2	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
8904	9.8	-9	.	No response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
14043	15.4	1	1	No
1229	1.4	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA063GR Recode EA063G-As a result of the situation, did you...Act
as though it did not bother you?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0603-0604	2	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
8904	9.8	-9	.	No response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
7293	8.0	1	1	No
7979	8.8	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA063HR

Recode EA063H-As a result of the situation, did you...Call
a hotline for advice/information (not to file a complaint)?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0605-0606	2	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
8904	9.8	-9	.	No response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
14655	16.1	1	1	No
617	0.7	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA063JR

Recode EA063J-As a result of the situation, did you...Think
about getting out of your Service?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0607-0608	2	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
8904	9.8	-9	.	No response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
12902	14.2	1	1	No
2370	2.6	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA063KR

Recode EA063K-As a result of the situation, did
you...Accomplish less than you would like at work?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0609-0610	2	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
8904	9.8	-9	.	No response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
13218	14.5	1	1	No
2054	2.3	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA074R

Recode EA074-Did you report all of the behaviors you experienced to one of the installation/Service/DoD individuals or organizations?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0611-0612	2	EA106_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
100	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
20741	22.8	-6	.N	Not applicable
828	0.9	1	1	Yes, reported all of the behaviors
620	0.7	2	2	No, reported only some of the behaviors
13509	14.8	3	3	No, did not report any of the behaviors
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA075AR Recode EA075A-What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations? Was not important enough to report

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0613-0614	2	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
598	0.7	-9	.	No response
55226	60.7	-1	.B	No survey return
21638	23.8	-6	.N	Not applicable
5281	5.8	1	1	No
8281	9.1	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA075BR Recode EA075B-What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations? You did not know how to report

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0615-0616	2	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
598	0.7	-9	.	No response
55226	60.7	-1	.B	No survey return
21638	23.8	-6	.N	Not applicable
11336	12.5	1	1	No
2226	2.5	2	2	Yes
91024	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA075CR Recode EA075C-What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations? You felt uncomfortable making a report

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0617-0618	2	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
598	0.7	-9	.	No response
55226	60.7	-1	.B	No survey return
21638	23.8	-6	.N	Not applicable
10778	11.8	1	1	No
2784	3.1	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA075DR Recode EA075D-What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations? You took care of the problem yourself

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0619-0620	2	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
598	0.7	-9	.	No response
55226	60.7	-1	.B	No survey return
21638	23.8	-6	.N	Not applicable
7169	7.9	1	1	No
6393	7.0	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA075ER Recode EA075E-What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations? You did not think anything would be done

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0621-0622	2	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
598	0.7	-9	.	No response
55226	60.7	-1	.B	No survey return
21638	23.8	-6	.N	Not applicable
8696	9.6	1	1	No
4866	5.4	2	2	Yes
91024	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA075FR Recode EA075F-What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations? You thought you would not be believed

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0623-0624	2	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
598	0.7	-9	.	No response
55226	60.7	-1	.B	No survey return
21638	23.8	-6	.N	Not applicable
11627	12.8	1	1	No
1935	2.1	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA075GR

Recode EA075G-What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations? You thought reporting would take too much time and effort

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0625-0626	2	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
598	0.7	-9	.	No response
55226	60.7	-1	.B	No survey return
21638	23.8	-6	.N	Not applicable
10003	11.0	1	1	No
3559	3.9	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA075HR Recode EA075H-What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations? You thought you would be labeled a troublemaker

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0627-0628	2	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
598	0.7	-9	.	No response
55226	60.7	-1	.B	No survey return
21638	23.8	-6	.N	Not applicable
10901	12.0	1	1	No
2661	2.9	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA075IR

Recode EA075I-What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations? You thought it would make your work situation unpleasant

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0629-0630	2	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
598	0.7	-9	.	No response
55226	60.7	-1	.B	No survey return
21638	23.8	-6	.N	Not applicable
10756	11.8	1	1	No
2806	3.1	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA075JR Recode EA075J-What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations? You thought your performance evaluation or chance for promotion would suffer

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0631-0632	2	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
598	0.7	-9	.	No response
55226	60.7	-1	.B	No survey return
21638	23.8	-6	.N	Not applicable
11573	12.7	1	1	No
1989	2.2	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA075KR

Recode EA075K-What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations? You were afraid of retaliation/reprisals from the person(s) who did it or from their friends

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0633-0634	2	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
598	0.7	-9	.	No response
55226	60.7	-1	.B	No survey return
21638	23.8	-6	.N	Not applicable
11811	13.0	1	1	No
1751	1.9	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA075LR

Recode EA075L-What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations? You were afraid of retaliation/reprisals from your chain-of-command

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0635-0636	2	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
598	0.7	-9	.	No response
55226	60.7	-1	.B	No survey return
21638	23.8	-6	.N	Not applicable
11952	13.1	1	1	No
1610	1.8	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA075MR

Recode EA075M-What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations? You did not know the identity of the person(s) who did it

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0637-0638	2	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
598	0.7	-9	.	No response
55226	60.7	-1	.B	No survey return
21638	23.8	-6	.N	Not applicable
10248	11.3	1	1	No
3314	3.6	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA075NR

Recode EA075N-What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations? Situation only involved civilian(s) off an installation

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0639-0640	2	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
598	0.7	-9	.	No response
55226	60.7	-1	.B	No survey return
21638	23.8	-6	.N	Not applicable
8803	9.7	1	1	No
4759	5.2	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA076AR

Recode EA076A-Did any of the following things happen in response to how you handled the situation? You were ignored or shunned by others at work

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0641-0642	2	EA109_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
9143	10.0	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
785	0.9	1	1	Yes
12279	13.5	2	2	No
1968	2.2	3	3	Don't know
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA076BR

Recode EA076B-Did any of the following things happen in response to how you handled the situation? You were blamed for the situation

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0643-0644	2	EA109_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
9172	10.1	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
901	1.0	1	1	Yes
12268	13.5	2	2	No
1834	2.0	3	3	Don't know
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA076CR

Recode EA076C-Did any of the following things happen in response to how you handled the situation? You were given less favorable job duties

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0645-0646	2	EA109_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
9234	10.1	-9	.	No response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
865	1.0	1	1	Yes
12350	13.6	2	2	No
1727	1.9	3	3	Don't know
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA076DR

Recode EA076D-Did any of the following things happen in response to how you handled the situation? You were denied an opportunity for training

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0647-0648	2	EA109_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
9246	10.2	-9	.	No response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
543	0.6	1	1	Yes
12611	13.9	2	2	No
1776	2.0	3	3	Don't know
91024	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA076ER

Recode EA076E-Did any of the following things happen in response to how you handled the situation? You were given an unfair job performance appraisal

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0649-0650	2	EA109_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
9374	10.3	-9	.	No response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
891	1.0	1	1	Yes
12108	13.3	2	2	No
1803	2.0	3	3	Don't know
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA076FR

Recode EA076F-Did any of the following things happen in response to how you handled the situation? You were denied a promotion

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0651-0652	2	EA109_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
9247	10.2	-9	.	No response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
466	0.5	1	1	Yes
12836	14.1	2	2	No
1627	1.8	3	3	Don't know
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA076GR

Recode EA076G-Did any of the following things happen in response to how you handled the situation? You were transferred to a less desirable job

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0653-0654	2	EA109_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
9240	10.2	-9	.	No response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
512	0.6	1	1	Yes
12884	14.2	2	2	No
1540	1.7	3	3	Don't know
91024	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA084AR

Recode EA084A-Have you tried to avoid an assignment in the military because you thought you might be subjected to racial/ethnic harassment or discrimination... At a Command or on an installation/ship?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0655-0656	2	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6896	7.6	-9	.	No response
55226	60.7	-1	.B	No survey return
27627	30.4	1	1	No
1275	1.4	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA084BR

Recode EA084B-Have you tried to avoid an assignment in the military because you thought you might be subjected to racial/ethnic harassment or discrimination... In the local community around your installation?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0657-0658	2	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6896	7.6	-9	.	No response
55226	60.7	-1	.B	No survey return
27193	29.9	1	1	No
1709	1.9	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA085AR

Recode EA085A-During the past 12 months, have you been involved in a racial confrontation...On your installation/ship?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0659-0660	2	EA099_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7101	7.8	-9	.	No response
2	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
684	0.8	1	1	Yes, and I have seen it happen to others
413	0.5	2	2	Yes, but I have NOT seen it happen to others
2386	2.6	3	3	No, but I have seen it happen to others
25212	27.7	4	4	No, and I have NOT seen it happen to others
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA085BR

Recode EA085B-During the past 12 months, have you been involved in a racial confrontation...In the local community around your installation?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0661-0662	2	EA099_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7070	7.8	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
1115	1.2	1	1	Yes, and I have seen it happen to others
551	0.6	2	2	Yes, but I have NOT seen it happen to others
3034	3.3	3	3	No, but I have seen it happen to others
24027	26.4	4	4	No, and I have NOT seen it happen to others
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA088R Recode EA088-In the past 12 months, how many times have you had training from military sources on topics related to racial/ethnic harassment and discrimination?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0663-0664	2	EA036_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
206	0.2	-9	.	No response
3	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
6834	7.5	-6	.N	Not applicable
5842	6.4	1	1	I have not received any training
6422	7.1	2	2	Trained once
7575	8.3	3	3	Trained twice
3251	3.6	4	4	Trained three times
2713	3.0	5	5	Trained four times
2952	3.2	6	6	Trained five times or more
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA095R Recode EA095-In your opinion, have race/ethnic relations in
our nation gotten better or worse over the last 5 years?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0665-0666	2	EA097_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7583	8.3	-9	.	No response
55226	60.7	-1	.B	No survey return
2433	2.7	1	1	Worse today
10961	12.0	2	2	About the same as 5 years ago
14821	16.3	3	3	Better today
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EA097R Recode EA097-In your opinion, how often does racial/ethnic harassment and discrimination occur in the military now, as compared with a few years ago?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0667-0668	2	EA051_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3538	3.9	-9	.	No response
55226	60.7	-1	.B	No survey return
12128	13.3	-6	.N	Not applicable
4642	5.1	1	1	Much less often
8875	9.8	2	2	Less often
6176	6.8	3	3	About the same
358	0.4	4	4	More often
81	0.1	5	5	Much more often
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EVAL Evaluation Incident reflects members' perceptions that
race/ethnicity influenced some aspect of their performance
evaluation. (with labeling item)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0669-0670	2	EA028_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
31	0.0	-9	.	No response
55226	60.7	-1	.B	No survey return
34860	38.3	1	1	Did Not Experience Behavior
907	1.0	2	2	Experienced Behavior
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

EVAL2 Evaluation Incident reflects members' perceptions that race/ethnicity influenced some aspect of their performance evaluation.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0671-0672	2	EA028_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
31	0.0	-9	.	No response
55226	60.7	-1	.B	No survey return
34078	37.4	1	1	Did Not Experience Behavior
1689	1.9	2	2	Experienced Behavior
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

FEARS

Member/Family Fears reflects whether members indicated that either they or their family were afraid to be on or off the installation because of gang activity or for other reasons. (with labeling item)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0673-0674	2	EA028_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
31	0.0	-9	.	No response
55226	60.7	-1	.B	No survey return
35487	39.0	1	1	Did Not Experience Behavior
280	0.3	2	2	Experienced Behavior
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

FEARS2

Member/Family Fears reflects whether members indicated that either they or their family were afraid to be on or off the installation because of gang activity or for other reasons.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0675-0676	2	EA028_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
31	0.0	-9	.	No response
55226	60.7	-1	.B	No survey return
35326	38.8	1	1	Did Not Experience Behavior
441	0.5	2	2	Experienced Behavior
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

INC_CS

Member Incident can be defined as members who personally experienced race/ethnicity-related insensitivity, threats, or actual harm or discrimination from civilians in the community. (with labeling item)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0677-0678	2	EA028_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
31	0.0	-9	.	No response
55226	60.7	-1	.B	No survey return
32850	36.1	1	1	Did Not Experience Behavior
2917	3.2	2	2	Experienced Behavior
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

INC_CS2

Member Incident can be defined as members who personally experienced race/ethnicity-related insensitivity, threats, or actual harm or discrimination from civilians in the community.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0679-0680	2	EA028_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
31	0.0	-9	.	No response
55226	60.7	-1	.B	No survey return
22574	24.8	1	1	Did Not Experience Behavior
13193	14.5	2	2	Experienced Behavior
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

INC_FAM

Member/Family Incident reflects whether members indicated that either they or their family experienced any of three types of racial/ethnic insensitivity, harassment, or discrimination from DoD personnel or civilians in the local community. (with labeling item)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0681-0682	2	EA028_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
31	0.0	-9	.	No response
55226	60.7	-1	.B	No survey return
33536	36.8	1	1	Did Not Experience Behavior
2231	2.5	2	2	Experienced Behavior
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

INC_FAM2

Member/Family Incident reflects whether members indicated that either they or their family experienced any of three types of racial/ethnic insensitivity, harassment, or discrimination from DoD personnel or civilians in the local community.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0683-0684	2	EA028_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
31	0.0	-9	.	No response
55226	60.7	-1	.B	No survey return
32082	35.3	1	1	Did Not Experience Behavior
3685	4.1	2	2	Experienced Behavior
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

INC_MISC

Member/Family Miscellaneous reflects whether members indicated that either they or their family had any other race/ethnic-related experiences involving DoD personnel or civilians in the local community. (with labeling item)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0685-0686	2	EA028_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
31	0.0	-9	.	No response
55226	60.7	-1	.B	No survey return
33867	37.2	1	1	Did Not Experience Behavior
1900	2.1	2	2	Experienced Behavior
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

INC_MISC2 Member/Family Miscellaneous reflects whether members indicated that either they or their family had any other race/ethnic-related experiences involving DoD personnel or civilians in the local community.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0687-0688	2	EA028_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
31	0.0	-9	.	No response
55226	60.7	-1	.B	No survey return
32798	36.0	1	1	Did Not Experience Behavior
2969	3.3	2	2	Experienced Behavior
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

MILCIV What was the organizational affiliation of the person(s)
involved?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0689-0690	2	EA047_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
30089	33.1	-9	.	No response
55226	60.7	-1	.B	No survey return
2701	3.0	1	1	Military only
1062	1.2	2	2	Both military and civilian
1946	2.1	3	3	Civilian only
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

PUNISH

Evaluation Incident reflects members' perceptions that race/ethnicity influenced whether and how they were punished. (with labeling item)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0691-0692	2	EA028_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
31	0.0	-9	.	No response
55226	60.7	-1	.B	No survey return
35443	38.9	1	1	Did Not Experience Behavior
324	0.4	2	2	Experienced Behavior
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

PUNISH2

Evaluation Incident reflects members' perceptions that race/ethnicity influenced whether and how they were punished.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0693-0694	2	EA028_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
31	0.0	-9	.	No response
55226	60.7	-1	.B	No survey return
35268	38.8	1	1	Did Not Experience Behavior
499	0.6	2	2	Experienced Behavior
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

REPORTA2

To whom did you report this situation?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0695-0696	2	EA087_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
21037	23.1	-9	.	No response
55226	60.7	-1	.B	No survey return
622	0.7	1	1	To both community officials/offices/courts and installation/Service/DoD
902	1.0	2	2	Only to installation/Service/Dod
608	0.7	3	3	Only to community offiicals, offices, or courts (for example, local police or a county equal opportunity office)
12629	13.9	4	4	To none of these
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

SERVICE2

Member/Family Services reflects whether members believed that they or their family were treated differently because of their race/ethnicity by either DoD or civilian businesses, police, or medical/support services.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0697-0698	2	EA028_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
31	0.0	-9	.	No response
55226	60.7	-1	.B	No survey return
33139	36.4	1	1	Did Not Experience Behavior
2628	2.9	2	2	Experienced Behavior
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

SERVICES

Member/Family Services reflects whether members believed that they or their family were treated differently because of their race/ethnicity by either DoD or civilian businesses, police, or medical/support services. (with labeling item)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0699-0700	2	EA028_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
31	0.0	-9	.	No response
55226	60.7	-1	.B	No survey return
34014	37.4	1	1	Did Not Experience Behavior
1753	1.9	2	2	Experienced Behavior
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

SRRACEAR

Recode Race White

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0701-0702	2	EA146_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3559	3.9	-9	.	No response
55226	60.7	-1	.B	No survey return
10253	11.3	1	1	Not Marked
21986	24.2	2	2	Marked
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

SRRACEBR

Recode Race Black

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0703-0704	2	EA146_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3559	3.9	-9	.	No response
55226	60.7	-1	.B	No survey return
26157	28.7	1	1	Not Marked
6082	6.7	2	2	Marked
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

SRRACECR Recode Race American Indian or Alaska Native

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0705-0706	2	EA146_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3559	3.9	-9	.	No response
55226	60.7	-1	.B	No survey return
30361	33.4	1	1	Not Marked
1878	2.1	2	2	Marked
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

SRRACEDR

Recode Race Asian

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0707-0708	2	EA146_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3559	3.9	-9	.	No response
55226	60.7	-1	.B	No survey return
29020	31.9	1	1	Not Marked
3219	3.5	2	2	Marked
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

SRRACEER Recode Race Native Hawaiian or other Pacific Islander

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0709-0710	2	EA146_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3559	3.9	-9	.	No response
55226	60.7	-1	.B	No survey return
31725	34.9	1	1	Not Marked
514	0.6	2	2	Marked
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

SRRACEMR

Recode Race Marked More Than One

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0711-0712	2	EA146_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3559	3.9	-9	.	No response
55226	60.7	-1	.B	No survey return
30997	34.1	1	1	Not Marked
1242	1.4	2	2	Marked
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

TESTSCR

Training/Test Scores Incident reflects the extent to which members believed their race/ethnicity influenced the availability of training and the assignment of training scores/grades. (with labeling item)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0713-0714	2	EA028_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
31	0.0	-9	.	No response
55226	60.7	-1	.B	No survey return
35467	39.0	1	1	Did Not Experience Behavior
300	0.3	2	2	Experienced Behavior
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis

TESTSCR2 Training/Test Scores Incident reflects the extent to which members believed their race/ethnicity influenced the availability of training and the assignment of training scores/grades.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0715-0716	2	EA028_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
31	0.0	-9	.	No response
55226	60.7	-1	.B	No survey return
35274	38.8	1	1	Did Not Experience Behavior
493	0.5	2	2	Experienced Behavior
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Operations

WEOA0501 Unique Identifier for the population

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0717-0724	8	7	NUM	8	STDOS8

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 1 to 1397125.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting

TOTAL

Taylor's Series Variance Stratum

OS DATA	
COLS	LENGTH
0725-0739	15

SAS DATA				
FORMAT	NAME	TYPE	LENGTH	INFORMAT
15		NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 102 to 103658.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting

ELIGFLG2 Eligibility Flag

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0740-0741	2	ELIG_F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
32268	35.5	1	1	Eligible
220	0.2	2	2	Ineligible
58536	64.3	3	3	Non-response/frame ineligible
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting

RKW0

Final Raked Weight

OS DATA	
COLS	LENGTH
0742-0756	15

SAS DATA				
FORMAT	NAME	TYPE	LENGTH	INFORMAT
	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 1.553859282 to 617.6644998.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting

SAMPLE

Sample

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0757-0758	2	EA001_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
91024	100.0	1	1	All
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting

TVSTR

Taylor's Series Variance Strata

OS DATA	
COLS	LENGTH
0759-0773	15

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 1 to 151.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

EA001 I voluntarily consent to participate in this survey.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
145	0.2	-9	.	No response
3	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
921	1.0	1	1	No
34729	38.2	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

SRSVC1 In what Service were you on active duty on January 24,
2005?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA024_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1038	1.1	-9	.	No response
55226	60.7	-1	.B	No survey return
12742	14.0	1	1	Army
8102	8.9	2	2	Navy
4469	4.9	3	3	Marine Corps
7814	8.6	4	4	Air Force
1401	1.5	5	5	Coast Guard
232	0.3	6	6	None, you were separated or retired
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

SRSEX

Are you...?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA042_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1307	1.4	-9	.	No response
55226	60.7	-1	.B	No survey return
28837	31.7	1	1	Male
5654	6.2	2	2	Female
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

SRGRADE

What is your current paygrade? Mark one.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA031_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1306	1.4	-9	.	No response
55226	60.7	-1	.B	No survey return
44	0.1	1	1	E-1
414	0.5	2	2	E-2
3073	3.4	3	3	E-3
4558	5.0	4	4	E-4
4798	5.3	5	5	E-5
3994	4.4	6	6	E-6
2093	2.3	7	7	E-7
534	0.6	8	8	E-8
251	0.3	9	9	E-9
167	0.2	11	11	W-1
587	0.6	12	12	W-2
509	0.6	13	13	W-3
259	0.3	14	14	W-4
66	0.1	15	15	W-5
870	1.0	21	21	O-1/O-1E
1467	1.6	22	22	O-2/O-2E
4568	5.0	23	23	O-3/O-3E
3206	3.5	24	24	O-4
2127	2.3	25	25	O-5
907	1.0	26	26	O-6 or above
91024	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

SRHISPA1

Are you Spanish/Hispanic/Latino?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA063_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1442	1.6	-9	.	No response
55226	60.7	-1	.B	No survey return
28699	31.5	1	1	No, not Spanish/Hispanic/Latino
5657	6.2	2	2	Yes, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/Hispanic/Latino
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What is your race? Mark one or more races to indicate what you consider yourself to be.

SRRACEA White

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA146_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3559	3.9	-9	.	No response
55226	60.7	-1	.B	No survey return
10253	11.3	1	1	Not Marked
21986	24.2	2	2	Marked
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What is your race? Mark one or more races to indicate what you consider yourself to be.

SRRACEB Black or African American

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA146_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3559	3.9	-9	.	No response
55226	60.7	-1	.B	No survey return
26157	28.7	1	1	Not Marked
6082	6.7	2	2	Marked
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What is your race? Mark one or more races to indicate what you consider yourself to be.

SRRACEC American Indian or Alaska Native

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA146_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3559	3.9	-9	.	No response
55226	60.7	-1	.B	No survey return
30361	33.4	1	1	Not Marked
1878	2.1	2	2	Marked
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What is your race? Mark one or more races to indicate what you consider yourself to be.

SRRACED Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA146_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3559	3.9	-9	.	No response
55226	60.7	-1	.B	No survey return
29020	31.9	1	1	Not Marked
3219	3.5	2	2	Marked
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What is your race? Mark one or more races to indicate what you consider yourself to be.

SRRACEE Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA146_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3559	3.9	-9	.	No response
55226	60.7	-1	.B	No survey return
31725	34.9	1	1	Not Marked
514	0.6	2	2	Marked
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What race is your spouse/significant other? Mark one or more races to indicate what you consider your spouse/significant other to be.

SRRACEAS White

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA146_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1897	2.1	-9	.	No response
55226	60.7	-1	.B	No survey return
8174	9.0	-6	.N	Not applicable
7501	8.2	1	1	Not Marked
18226	20.0	2	2	Marked
91024	100.0	TOTALS		

SRHISPASU = SRHISPAS, SRRACEASU = SRRACEAS, SRRACEBSU = SRRACEBS, SRRACECSU = SRRACECS, SRRACEDSU = SRRACEDS, SRRACEESU = SRRACEES, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If SRHISPASSK = 1 then do; SRHISPAS = .N; SRRACEAS = .N; SRRACEBS = .N; SRRACECS = .N; SRRACEDS = .N; SRRACEES = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What race is your spouse/significant other? Mark one or more races
to indicate what you consider your spouse/significant other to be.

SRRACEBS Black or African American

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA146_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1897	2.1	-9	.	No response
55226	60.7	-1	.B	No survey return
8174	9.0	-6	.N	Not applicable
21484	23.6	1	1	Not Marked
4243	4.7	2	2	Marked
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

SRHISPASU = SRHISPAS, SRRACEASU = SRRACEAS, SRRACEBSU = SRRACEBS, SRRACECSU = SRRACECS, SRRACEDSU = SRRACEDS, SRRACEESU = SRRACEES, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If SRHISPASSK = 1 then do; SRHISPAS = .N; SRRACEAS = .N; SRRACEBS = .N; SRRACECS = .N; SRRACEDS = .N; SRRACEES = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What race is your spouse/significant other? Mark one or more races
to indicate what you consider your spouse/significant other to be.

SRRACECS American Indian or Alaska Native

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA146_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1897	2.1	-9	.	No response
55226	60.7	-1	.B	No survey return
8174	9.0	-6	.N	Not applicable
25079	27.6	1	1	Not Marked
648	0.7	2	2	Marked
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

SRHISPASU = SRHISPAS, SRRACEASU = SRRACEAS, SRRACEBSU = SRRACEBS, SRRACECSU = SRRACECS, SRRACEDSU = SRRACEDS, SRRACEESU = SRRACEES, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If SRHISPASSK = 1 then do; SRHISPAS = .N; SRRACEAS = .N; SRRACEBS = .N; SRRACECS = .N; SRRACEDS = .N; SRRACEES = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What race is your spouse/significant other? Mark one or more races to indicate what you consider your spouse/significant other to be.

SRRACEDS Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA146_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1897	2.1	-9	.	No response
55226	60.7	-1	.B	No survey return
8174	9.0	-6	.N	Not applicable
22748	25.0	1	1	Not Marked
2979	3.3	2	2	Marked
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

SRHISPASU = SRHISPAS, SRRACEASU = SRRACEAS, SRRACEBSU = SRRACEBS, SRRACECSU = SRRACECS, SRRACEDSU = SRRACEDS, SRRACEESU = SRRACEES, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If SRHISPASSK = 1 then do; SRHISPAS = .N; SRRACEAS = .N; SRRACEBS = .N; SRRACECS = .N; SRRACEDS = .N; SRRACEES = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What race is your spouse/significant other? Mark one or more races to indicate what you consider your spouse/significant other to be.

SRRACEES Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA146_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1897	2.1	-9	.	No response
55226	60.7	-1	.B	No survey return
8174	9.0	-6	.N	Not applicable
25339	27.8	1	1	Not Marked
388	0.4	2	2	Marked
91024	100.0	TOTALS		

SRHISPASU = SRHISPAS, SRRACEASU = SRRACEAS, SRRACEBSU = SRRACEBS, SRRACECSU = SRRACECS, SRRACEDSU = SRRACEDS, SRRACEESU = SRRACEES, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If SRHISPASSK = 1 then do; SRHISPAS = .N; SRRACEAS = .N; SRRACEBS = .N; SRRACECS = .N; SRRACEDS = .N; SRRACEES = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

EA010 How many years have you been married to your current spouse? If you are not married, how long have you been in a relationship with your current significant other (that is, girlfriend or boyfriend)?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA040_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1555	1.7	-9	.	No response
3	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
3654	4.0	1	1	Less than 1 year
10338	11.4	2	2	1 year to less than 6 years
4157	4.6	3	3	6 years to less than 10 years
9444	10.4	4	4	10 years or more
6647	7.3	60	60	Does not apply; I am not married and I do not have a girlfriend/boyfriend
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

SRHISPASSK Is your spouse/significant other Spanish/Hispanic/Latino? -
Skip

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA003_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
8182	9.0	1	1	Not Asked
27616	30.3	2	2	Asked
91024	100.0	TOTALS		

"SRHISPASSK is an indicator of whether SRHISPAS, SRRACEAS, SRRACEBS, SRRACECS, SRRACEDS, SRRACEES were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((EA010 = 1 OR EA010 = 2) OR EA010 = 3) OR EA010 = 4) then SRHISPASSK = 2 (Asked)."

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

EA014 In general, has your life been better or worse than you
expected when you first entered the military?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA053_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1548	1.7	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
628	0.7	1	1	Much worse
2537	2.8	2	2	Worse
9262	10.2	3	3	Neither better nor worse
16085	17.7	4	4	Better
5737	6.3	5	5	Much better
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

EA015 In general, has your work been better or worse than you
expected when you first entered the military?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA053_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1700	1.9	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
975	1.1	1	1	Much worse
4732	5.2	2	2	Worse
9806	10.8	3	3	Neither better nor worse
14086	15.5	4	4	Better
4498	4.9	5	5	Much better
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

EA016

Suppose that you have to decide whether to stay on active duty. Assuming you could stay, how likely is it that you would choose to do so?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA094_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1585	1.7	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
3705	4.1	1	1	Very unlikely
4727	5.2	2	2	Unlikely
3909	4.3	3	3	Neither likely nor unlikely
10645	11.7	4	4	Likely
11226	12.3	5	5	Very likely
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

EA017 Does your spouse or significant other think you should stay on or leave active duty?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA086_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
173	0.2	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
8174	9.0	-6	.N	Not applicable
4005	4.4	1	1	Strongly favors leaving
4709	5.2	2	2	Somewhat favors leaving
3947	4.3	3	3	Has no opinion one way or the other
7213	7.9	4	4	Somewhat favors staying
7570	8.3	5	5	Strongly favors staying
6	0.0	6	6	Does not apply; I am not married and I do not have a girlfriend/boyfriend
91024	100.0	TOTALS		

EA017U = EA017, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA017SK = 1 then
do; EA017 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

EA017SK Does your spouse or significant other think you should stay on or leave active duty?-Skip

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA003_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
8182	9.0	1	1	Not Asked
27616	30.3	2	2	Asked
91024	100.0	TOTALS		

"EA017SK is an indicator of whether EA017 were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((EA010 = 1 OR EA010 = 2) OR EA010 = 3) OR EA010 = 4) then EA017SK = 2 (Asked)."

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

EA018 Does your family think you should stay on or leave active duty?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1677	1.8	-9	.	No response
2	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
4321	4.8	1	1	Strongly favors leaving
5721	6.3	2	2	Somewhat favors leaving
8133	8.9	3	3	Has no opinion one way or the other
8160	9.0	4	4	Somewhat favors staying
7784	8.6	5	5	Strongly favors staying
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

EA019 How many years of active-duty service have you completed
(including enlisted, warrant officer, and commissioned
officer time)? To indicate less than 1 year, enter "0". To
indicate 35 years or more, enter "35".

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA256_	NUM	5	STDOS8

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1633	1.8	-9	.	No response
23	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
636	0.7	0	0	0
2004	2.2	1	1	1
2836	3.1	2	2	2
2769	3.0	3	3	3
2186	2.4	4	4	4
1869	2.1	5	5	5
1610	1.8	6	6	6
1443	1.6	7	7	7
1396	1.5	8	8	8
1034	1.1	9	9	9
1234	1.4	10	10	10
1015	1.1	11	11	11
1220	1.3	12	12	12
1027	1.1	13	13	13
1120	1.2	14	14	14
1297	1.4	15	15	15
1182	1.3	16	16	16
1224	1.3	17	17	17
1412	1.6	18	18	18
1192	1.3	19	19	19
994	1.1	20	20	20
650	0.7	21	21	21
736	0.8	22	22	22
454	0.5	23	23	23
424	0.5	24	24	24
309	0.3	25	25	25
258	0.3	26	26	26
196	0.2	27	27	27
172	0.2	28	28	28
91	0.1	29	29	29
56	0.1	30	30	30
25	0.0	31	31	31
22	0.0	32	32	32
14	0.0	33	33	33
9	0.0	34	34	34
26	0.0	35	35	35
91024	99.8	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

EA020

Do you have children aged 10 or older with whom you talk
about careers, jobs, and education?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1741	1.9	-9	.	No response
55226	60.7	-1	.B	No survey return
24013	26.4	1	1	No
10044	11.0	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

EA021SK When you talk with your children about their future, do you encourage them to consider the military?-Skip

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA003_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
25744	28.3	1	1	Not Asked
10054	11.1	2	2	Asked
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

"EA021SK is an indicator of whether EA021 were or were not to be asked of a respondent and its initial value is 1 (Not asked). If EA020 = 2 then EA021SK = 2 (Asked)."

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

EA021 When you talk with your children about their future, do you encourage them to consider the military?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
60	0.1	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
25723	28.3	-6	.N	Not applicable
5641	6.2	1	1	No
4373	4.8	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA021U = EA021, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA021SK = 1 then
do; EA021 = .N; end;.N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

If you had a close personal friend considering active-duty military service, would you recommend that he/she join? Mark "Yes" or "No" for each item.

EA022A A friend who is White

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2488	2.7	-9	.	No response
2	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
6914	7.6	1	1	No
26394	29.0	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

If you had a close personal friend considering active-duty military service, would you recommend that he/she join? Mark "Yes" or "No" for each item.

EA022B A friend who is Black or African American

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2602	2.9	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
7306	8.0	1	1	No
25889	28.4	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

If you had a close personal friend considering active-duty military service, would you recommend that he/she join? Mark "Yes" or "No" for each item.

EA022C A friend who is American Indian or Alaska Native

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA142_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2789	3.1	-9	.	No response
55226	60.7	-1	.B	No survey return
7633	8.4	1	1	No
25376	27.9	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

If you had a close personal friend considering active-duty military service, would you recommend that he/she join? Mark "Yes" or "No" for each item.

EA022D A friend who is Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA142_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2673	2.9	-9	.	No response
55226	60.7	-1	.B	No survey return
7434	8.2	1	1	No
25691	28.2	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

If you had a close personal friend considering active-duty military service, would you recommend that he/she join? Mark "Yes" or "No" for each item.

EA022E A friend who is Native Hawaiian or other Pacific Islander
(for example, Samoan, Guamanian or Chamorro)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA142_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2752	3.0	-9	.	No response
55226	60.7	-1	.B	No survey return
7530	8.3	1	1	No
25516	28.0	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

If you had a close personal friend considering active-duty military service, would you recommend that he/she join? Mark "Yes" or "No" for each item.

EA022F A friend who is Spanish/Hispanic/Latino

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA142_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2611	2.9	-9	.	No response
55226	60.7	-1	.B	No survey return
7203	7.9	1	1	No
25984	28.6	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

SRDULOC1 Please select from the list below your permanent duty station location within one of the 50 states, DC, Puerto Rico, a U.S. territory or possession.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA009_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
237	0.3	-9	.	No response
7	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
9410	10.3	-6	.N	Not applicable
375	0.4	1	1	Alabama
410	0.5	2	2	Alaska
530	0.6	3	3	Arizona
131	0.1	4	4	Arkansas
3332	3.7	6	6	California
513	0.6	7	7	Colorado
123	0.1	8	8	Connecticut
88	0.1	9	9	Delaware
1015	1.1	10	10	District of Columbia
1597	1.8	11	11	Florida
1129	1.2	12	12	Georgia
72	0.1	13	13	Guam
1035	1.1	14	14	Hawaii
90	0.1	15	15	Idaho
335	0.4	16	16	Illinois
26	0.0	17	17	Indiana
16	0.0	18	18	Iowa
451	0.5	19	19	Kansas
610	0.7	20	20	Kentucky
393	0.4	21	21	Louisiana
92	0.1	22	22	Maine
718	0.8	23	23	Maryland
147	0.2	24	24	Massachusetts
65	0.1	25	25	Michigan
37	0.0	26	26	Minnesota
240	0.3	27	27	Mississippi
256	0.3	28	28	Missouri
85	0.1	29	29	Montana
196	0.2	30	30	Nebraska
217	0.2	31	31	Nevada
14	0.0	32	32	New Hampshire
191	0.2	33	33	New Jersey
241	0.3	34	34	New Mexico
521	0.6	35	35	New York
2032	2.2	36	36	North Carolina

(CONTINUED)

SRDULOC1U = SRDULOC1, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If SRDULOC1SK = 1 then do; SRDULOC1 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

SRDULOC1 Please select from the list below your permanent duty station location within one of the 50 states, DC, Puerto Rico, a U.S. territory or possession.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA009_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
161	0.2	37	37	North Dakota
212	0.2	38	38	Ohio
489	0.5	39	39	Oklahoma
44	0.1	40	40	Oregon
148	0.2	41	41	Pennsylvania
57	0.1	42	42	Puerto Rico
113	0.1	43	43	Rhode Island
632	0.7	44	44	South Carolina
63	0.1	45	45	South Dakota
121	0.1	46	46	Tennessee
2267	2.5	47	47	Texas
1	0.0	48	48	U.S. Virgin Islands
115	0.1	49	49	Utah
4	0.0	50	50	Vermont
3074	3.4	51	51	Virginia
1214	1.3	52	52	Washington
9	0.0	53	53	West Virginia
28	0.0	54	54	Wisconsin
69	0.1	55	55	Wyoming
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

SRDULOC1U = SRDULOC1, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If SRDULOC1SK = 1 then do; SRDULOC1 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

SRDULOC1SK Please select from the list below your permanent duty station location within one of the 50 states, DC, Puerto Rico, a U.S. territory or possession.? Mark one.-Skip

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA003_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
9413	10.3	1	1	Not Asked
26385	29.0	2	2	Asked
91024	100.0	TOTALS		

"SRDULOC1SK is an indicator of whether SRDULOC1 were or were not to be asked of a respondent and its initial value is 1 (Not asked). If SRDULOC = 1 then SRDULOC1SK = 2 (Asked)."

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

DEPLYDY

In the past 12 months, how many nights have you been away from your permanent duty station because of your military duties? To indicate none, enter "0".

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EA256_	NUM	5	STDOS8

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 890.

The values for this variable range from 0 to 890.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

Since September 11, 2001, have you been deployed for any of the following operations? Mark "Yes" or "No" for each item.

EA029A Operation Noble Eagle

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA142_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
8598	9.5	-9	.	No response
55226	60.7	-1	.B	No survey return
24936	27.4	1	1	No
2264	2.5	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

Since September 11, 2001, have you been deployed for any of the following operations? Mark "Yes" or "No" for each item.

EA029B Operation Enduring Freedom

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA142_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5424	6.0	-9	.	No response
55226	60.7	-1	.B	No survey return
20600	22.6	1	1	No
9774	10.7	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

Since September 11, 2001, have you been deployed for any of the following operations? Mark "Yes" or "No" for each item.

EA029C Operation Iraqi Freedom

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA142_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4283	4.7	-9	.	No response
55226	60.7	-1	.B	No survey return
19506	21.4	1	1	No
12009	13.2	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

Since September 11, 2001, have you been deployed for any of the following operations? Mark "Yes" or "No" for each item.

EA029D

Other

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
9002	9.9	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
20016	22.0	1	1	No
6779	7.5	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

EA031SK

How many days have you been deployed to a combat zone or an area where you drew imminent danger or hostile fire pay since September 11, 2001?-Skip

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA003_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
20643	22.7	1	1	Not Asked
15155	16.7	2	2	Asked
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

"EA031SK is an indicator of whether EA031 were or were not to be asked of a respondent and its initial value is 1 (Not asked). If EA030 = 2 then EA031SK = 2 (Asked)."

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

EA031 How many days have you been deployed to a combat zone or an area where you drew imminent danger or hostile fire pay since September 11, 2001?

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EA248_	NUM	3	STDOS4

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 999.

EA031U = EA031, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA031SK = 1 then
do; EA031 = .N; end;.N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

EA033 What is the paygrade of your immediate supervisor in your
current military work group?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA033_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2092	2.3	-9	.	No response
7	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
647	0.7	1	1	E4 or below
8906	9.8	2	2	E5-E6
6030	6.6	3	3	E7-E9
661	0.7	4	4	W1-W5
3709	4.1	5	5	O1-O3
12122	13.3	6	6	O4 or above
1624	1.8	7	7	Civilian (GS/GM/WG/WL/WS/SES/Other)
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

EA036 In your opinion, have you had a mentor while in the military?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA107_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2246	2.5	-9	.	No response
3	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
10363	11.4	1	1	Yes, you have one now
12623	13.9	2	2	Yes, you had one, but you don't have one now
6995	7.7	3	3	No, but you would have liked one
2980	3.3	4	4	No, and you never wanted one
588	0.7	5	5	Not sure or you do not know what a mentor is
91024	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)... For each item a-o, mark one response for question 45 and one response for question 46.

EA045A Made unwelcome attempts to draw you into an offensive discussion of racial/ethnic matters?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA140_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3505	3.9	-9	.	No response
55226	60.7	-1	.B	No survey return
25630	28.2	1	1	Never
4342	4.8	2	2	Once or twice
1839	2.0	3	3	Sometimes
482	0.5	4	4	Often
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)... For each item a-o, mark one response for question 45 and one response for question 46.

EA045B Told stories or jokes which were racist or depicted your race/ethnicity negatively?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA057_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3584	3.9	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
21825	24.0	1	1	Never
6520	7.2	2	2	Once or twice
2942	3.2	3	3	Sometimes
926	1.0	4	4	Often
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)... For each item a-o, mark one response for question 45 and one response for question 46.

EA045C Were condescending to you because of your race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA140_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3668	4.0	-9	.	No response
55226	60.7	-1	.B	No survey return
26444	29.1	1	1	Never
3549	3.9	2	2	Once or twice
1606	1.8	3	3	Sometimes
531	0.6	4	4	Often
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)... For each item a-o, mark one response for question 45 and one response for question 46.

EA045D Put up or distributed materials (for example, pictures, leaflets, symbols, graffiti, music, stories) which were racist or showed your race/ethnicity negatively?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA057_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3676	4.0	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
30036	33.0	1	1	Never
1388	1.5	2	2	Once or twice
528	0.6	3	3	Sometimes
169	0.2	4	4	Often
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)... For each item a-o, mark one response for question 45 and one response for question 46.

EA045E Displayed tattoos or wore distinctive clothes which were racist?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA140_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3725	4.1	-9	.	No response
55226	60.7	-1	.B	No survey return
29547	32.5	1	1	Never
1784	2.0	2	2	Once or twice
568	0.6	3	3	Sometimes
174	0.2	4	4	Often
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)... For each item a-o, mark one response for question 45 and one response for question 46.

EA045F Did not include you in social activities because of your race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA140_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3712	4.1	-9	.	No response
55226	60.7	-1	.B	No survey return
29494	32.4	1	1	Never
1553	1.7	2	2	Once or twice
748	0.8	3	3	Sometimes
291	0.3	4	4	Often
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)... For each item a-o, mark one response for question 45 and one response for question 46.

EA045G Made you feel uncomfortable by hostile looks or stares because of your race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA140_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3732	4.1	-9	.	No response
55226	60.7	-1	.B	No survey return
28235	31.0	1	1	Never
2573	2.8	2	2	Once or twice
947	1.0	3	3	Sometimes
311	0.3	4	4	Often
91024	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)... For each item a-o, mark one response for question 45 and one response for question 46.

EA045H Made offensive remarks about your appearance (for example, about skin color) because of your race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA140_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3880	4.3	-9	.	No response
55226	60.7	-1	.B	No survey return
29176	32.1	1	1	Never
1875	2.1	2	2	Once or twice
642	0.7	3	3	Sometimes
225	0.3	4	4	Often
91024	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)... For each item a-o, mark one response for question 45 and one response for question 46.

EA045I Made remarks suggesting that people of your race/ethnicity are not suited for the kind of work you do?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA140_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3752	4.1	-9	.	No response
55226	60.7	-1	.B	No survey return
29752	32.7	1	1	Never
1487	1.6	2	2	Once or twice
586	0.6	3	3	Sometimes
221	0.2	4	4	Often
91024	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)... For each item a-o, mark one response for question 45 and one response for question 46.

EA045J Made other offensive remarks about your race/ethnicity (for example, referred to your race/ethnicity with an offensive name)?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA140_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3776	4.2	-9	.	No response
55226	60.7	-1	.B	No survey return
28354	31.2	1	1	Never
2588	2.8	2	2	Once or twice
787	0.9	3	3	Sometimes
293	0.3	4	4	Often
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)... For each item a-o, mark one response for question 45 and one response for question 46.

EA045K Vandalized your property because of your race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA140_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3872	4.3	-9	.	No response
55226	60.7	-1	.B	No survey return
31463	34.6	1	1	Never
300	0.3	2	2	Once or twice
130	0.1	3	3	Sometimes
33	0.0	4	4	Often
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)... For each item a-o, mark one response for question 45 and one response for question 46.

EA045L Made you feel threatened with retaliation if you did not go along with things that were racially/ethnically offensive to you?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA140_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3799	4.2	-9	.	No response
55226	60.7	-1	.B	No survey return
31085	34.2	1	1	Never
553	0.6	2	2	Once or twice
252	0.3	3	3	Sometimes
109	0.1	4	4	Often
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)... For each item a-o, mark one response for question 45 and one response for question 46.

EA045M Physically threatened or intimidated you because of your race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA140_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3739	4.1	-9	.	No response
55226	60.7	-1	.B	No survey return
31231	34.3	1	1	Never
558	0.6	2	2	Once or twice
202	0.2	3	3	Sometimes
68	0.1	4	4	Often
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)... For each item a-o, mark one response for question 45 and one response for question 46.

EA045N Assaulted you physically because of your race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA140_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3847	4.2	-9	.	No response
55226	60.7	-1	.B	No survey return
31646	34.8	1	1	Never
180	0.2	2	2	Once or twice
97	0.1	3	3	Sometimes
28	0.0	4	4	Often
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)... For each item a-o, mark one response for question 45 and one response for question 46.

EA0450 Bothered or hurt any of your family in the ways listed above because of your or your family's race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA140_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3739	4.1	-9	.	No response
55226	60.7	-1	.B	No survey return
31482	34.6	1	1	Never
375	0.4	2	2	Once or twice
170	0.2	3	3	Sometimes
32	0.0	4	4	Often
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation... For each item a-o, mark one response for question 45 and one response for question 46.

EA046A Made unwelcome attempts to draw you into an offensive discussion of racial/ethnic matters?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA140_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5950	6.5	-9	.	No response
55226	60.7	-1	.B	No survey return
24193	26.6	1	1	Never
3784	4.2	2	2	Once or twice
1529	1.7	3	3	Sometimes
342	0.4	4	4	Often
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation... For each item a-o, mark one response for question 45 and one response for question 46.

EA046B Told stories or jokes which were racist or depicted your race/ethnicity negatively?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA140_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6076	6.7	-9	.	No response
55226	60.7	-1	.B	No survey return
21927	24.1	1	1	Never
4944	5.4	2	2	Once or twice
2341	2.6	3	3	Sometimes
510	0.6	4	4	Often
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation... For each item a-o, mark one response for question 45 and one response for question 46.

EA046C Were condescending to you because of your race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA140_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6039	6.6	-9	.	No response
55226	60.7	-1	.B	No survey return
24750	27.2	1	1	Never
3089	3.4	2	2	Once or twice
1504	1.7	3	3	Sometimes
416	0.5	4	4	Often
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation... For each item a-o, mark one response for question 45 and one response for question 46.

EA046D Put up or distributed materials (for example, pictures, leaflets, symbols, graffiti, music, stories) which were racist or showed your race/ethnicity negatively?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA140_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6073	6.7	-9	.	No response
55226	60.7	-1	.B	No survey return
26649	29.3	1	1	Never
2040	2.2	2	2	Once or twice
801	0.9	3	3	Sometimes
235	0.3	4	4	Often
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation... For each item a-o, mark one response for question 45 and one response for question 46.

EA046E Displayed tattoos or wore distinctive clothes which were racist?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA140_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6118	6.7	-9	.	No response
55226	60.7	-1	.B	No survey return
25265	27.8	1	1	Never
2620	2.9	2	2	Once or twice
1442	1.6	3	3	Sometimes
353	0.4	4	4	Often
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation... For each item a-o, mark one response for question 45 and one response for question 46.

EA046F Did not include you in social activities because of your race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA057_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6088	6.7	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
27468	30.2	1	1	Never
1301	1.4	2	2	Once or twice
662	0.7	3	3	Sometimes
278	0.3	4	4	Often
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation... For each item a-o, mark one response for question 45 and one response for question 46.

EA046G Made you feel uncomfortable by hostile looks or stares because of your race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA057_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6081	6.7	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
23575	25.9	1	1	Never
3756	4.1	2	2	Once or twice
1785	2.0	3	3	Sometimes
600	0.7	4	4	Often
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation... For each item a-o, mark one response for question 45 and one response for question 46.

EA046H Made offensive remarks about your appearance (for example, about skin color) because of your race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA140_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6216	6.8	-9	.	No response
55226	60.7	-1	.B	No survey return
26706	29.3	1	1	Never
1999	2.2	2	2	Once or twice
694	0.8	3	3	Sometimes
183	0.2	4	4	Often
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation... For each item a-o, mark one response for question 45 and one response for question 46.

EA046I Made remarks suggesting that people of your race/ethnicity are not suited for the kind of work you do?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA140_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6093	6.7	-9	.	No response
55226	60.7	-1	.B	No survey return
27977	30.7	1	1	Never
1138	1.3	2	2	Once or twice
453	0.5	3	3	Sometimes
137	0.2	4	4	Often
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation... For each item a-o, mark one response for question 45 and one response for question 46.

EA046J Made other offensive remarks about your race/ethnicity (for example, referred to your race/ethnicity with an offensive name)?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA140_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6119	6.7	-9	.	No response
55226	60.7	-1	.B	No survey return
26300	28.9	1	1	Never
2374	2.6	2	2	Once or twice
797	0.9	3	3	Sometimes
208	0.2	4	4	Often
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation... For each item a-o, mark one response for question 45 and one response for question 46.

EA046K Vandalized your property because of your race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA140_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6233	6.9	-9	.	No response
55226	60.7	-1	.B	No survey return
28833	31.7	1	1	Never
530	0.6	2	2	Once or twice
153	0.2	3	3	Sometimes
49	0.1	4	4	Often
91024	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation... For each item a-o, mark one response for question 45 and one response for question 46.

EA046L Made you feel threatened with retaliation if you did not go along with things that were racially/ethnically offensive to you?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA140_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6137	6.7	-9	.	No response
55226	60.7	-1	.B	No survey return
28950	31.8	1	1	Never
459	0.5	2	2	Once or twice
186	0.2	3	3	Sometimes
66	0.1	4	4	Often
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation... For each item a-o, mark one response for question 45 and one response for question 46.

EA046M Physically threatened or intimidated you because of your race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA140_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6105	6.7	-9	.	No response
55226	60.7	-1	.B	No survey return
28424	31.2	1	1	Never
934	1.0	2	2	Once or twice
248	0.3	3	3	Sometimes
87	0.1	4	4	Often
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation... For each item a-o, mark one response for question 45 and one response for question 46.

EA046N Assaulted you physically because of your race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA140_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6225	6.8	-9	.	No response
55226	60.7	-1	.B	No survey return
29182	32.1	1	1	Never
268	0.3	2	2	Once or twice
93	0.1	3	3	Sometimes
30	0.0	4	4	Often
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation... For each item a-o, mark one response for question 45 and one response for question 46.

EA0460 Bothered or hurt any of your family in the ways listed above because of your or your family's race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA057_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6114	6.7	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
28494	31.3	1	1	Never
829	0.9	2	2	Once or twice
296	0.3	3	3	Sometimes
64	0.1	4	4	Often
91024	100.0	TOTALS		

EA049SK Would you say that you or your family experienced racial/ethnic harassment or discrimination in what you said happened in the Personal Experiences questions? Mark one.-
Skip

OS DATA		SAS DATA				
COLS	LENGTH	FORMAT	NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA003_		NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING	
55226	60.7	-1	.B	No survey return	
11628	12.8	1	1	Not Asked	
24170	26.6	2	2	Asked	
91024	100.1	TOTALS			

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

```
"EA049SK is an indicator of whether EA049 were or were not to be asked of a
respondent and its initial value is 1 (Not asked). If
((((((((((((((((((((((((((((((((((((((((((((((((((((((((((((((((((((
((((EA045A > 1 OR EA045B > 1) OR EA045C > 1) OR EA045D > 1) OR EA045E > 1) OR
EA045F > 1) OR EA045G > 1) OR EA045H > 1) OR EA045I > 1) OR EA045J > 1) OR
EA045K > 1) OR EA045L > 1) OR EA045M > 1) OR EA045N > 1) OR EA045O > 1) OR
EA046A > 1) OR EA046B > 1) OR EA046C > 1) OR EA046D > 1) OR EA046E > 1) OR
EA046F > 1) OR EA046G > 1) OR EA046H > 1) OR EA046I > 1) OR EA046J > 1) OR
EA046K > 1) OR EA046L > 1) OR EA046M > 1) OR EA046N > 1) OR EA046O > 1) OR
EA047A = 1) OR EA047A = 2) OR EA047B = 1) OR EA047B = 2) OR EA047C = 1) OR
EA047C = 2) OR EA047D = 1) OR EA047D = 2) OR EA047E = 1) OR EA047E = 2) OR
EA047F = 1) OR EA047F = 2) OR EA047G = 1) OR EA047G = 2) OR EA047H = 1) OR
EA047H = 2) OR EA047I = 1) OR EA047I = 2) OR EA047J = 1) OR EA047J = 2) OR
EA047K = 1) OR EA047K = 2) OR EA047L = 1) OR EA047L = 2) OR EA047M = 1) OR
EA047M = 2) OR EA047N = 1) OR EA047N = 2) OR EA047O = 1) OR EA047O = 2) OR
EA047P = 1) OR EA047P = 2) OR EA047Q = 1) OR EA047Q = 2) OR EA047R = 1) OR
EA047R = 2) OR EA047S = 1) OR EA047S = 2) OR EA047T = 1) OR EA047T = 2) OR
EA047U = 1) OR EA047U = 2) OR EA047V = 1) OR EA047V = 2) OR EA047W = 1) OR
EA047W = 2) OR EA047X = 1) OR EA047X = 2) OR EA047Y = 1) OR EA047Y = 2) OR
EA047Z = 1) OR EA047Z = 2) OR EA048 = 2) then EA049SK = 2 (Asked)."
```


EA050SK Do you think that DoD and your Service have a responsibility to prevent the racial/ethnic harassment or discrimination which YOU MARKED AS HAPPENING TO YOU OR YOUR FAMILY? Mark one.-Skip

OS DATA		SAS DATA				
COLS	LENGTH	FORMAT	NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA003_		NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
31919	35.1	1	1	Not Asked
3879	4.3	2	2	Asked
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

```
"EA050SK is an indicator of whether EA050 were or were not to be asked of a
respondent and its initial value is 1 (Not asked). If
((((((((((((((((((((((((((((((((((((((((((((((((((((((((((((((((((((
((((((EA045A > 1 OR EA045B > 1) OR EA045C > 1) OR EA045D > 1) OR EA045E > 1) OR
EA045F > 1) OR EA045G > 1) OR EA045H > 1) OR EA045I > 1) OR EA045J > 1) OR
EA045K > 1) OR EA045L > 1) OR EA045M > 1) OR EA045N > 1) OR EA045O > 1) OR
EA046A > 1) OR EA046B > 1) OR EA046C > 1) OR EA046D > 1) OR EA046E > 1) OR
EA046F > 1) OR EA046G > 1) OR EA046H > 1) OR EA046I > 1) OR EA046J > 1) OR
EA046K > 1) OR EA046L > 1) OR EA046M > 1) OR EA046N > 1) OR EA046O > 1) OR
EA047A = 1) OR EA047A = 2) OR EA047B = 1) OR EA047B = 2) OR EA047C = 1) OR
EA047C = 2) OR EA047D = 1) OR EA047D = 2) OR EA047E = 1) OR EA047E = 2) OR
EA047F = 1) OR EA047F = 2) OR EA047G = 1) OR EA047G = 2) OR EA047H = 1) OR
EA047H = 2) OR EA047I = 1) OR EA047I = 2) OR EA047J = 1) OR EA047J = 2) OR
EA047K = 1) OR EA047K = 2) OR EA047L = 1) OR EA047L = 2) OR EA047M = 1) OR
EA047M = 2) OR EA047N = 1) OR EA047N = 2) OR EA047O = 1) OR EA047O = 2) OR
EA047P = 1) OR EA047P = 2) OR EA047Q = 1) OR EA047Q = 2) OR EA047R = 1) OR
EA047R = 2) OR EA047S = 1) OR EA047S = 2) OR EA047T = 1) OR EA047T = 2) OR
EA047U = 1) OR EA047U = 2) OR EA047V = 1) OR EA047V = 2) OR EA047W = 1) OR
EA047W = 2) OR EA047X = 1) OR EA047X = 2) OR EA047Y = 1) OR EA047Y = 2) OR
EA047Z = 1) OR EA047Z = 2) OR EA048 = 2) AND ((EA049 = 1 OR EA049 = 2) OR
EA049 = 3)) then EA050SK = 2 (Asked)."
```

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

EA050

Do you think that DoD and your Service have a responsibility to prevent the racial/ethnic harassment or discrimination which YOU MARKED AS HAPPENING TO YOU OR YOUR FAMILY? Mark one.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA066_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
46	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
31890	35.0	-6	.N	Not applicable
1351	1.5	1	1	No
1667	1.8	2	2	Yes, some of it
844	0.9	3	3	Yes, all of it
91024	100.0	TOTALS		

EA050U = EA050, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA050SK = 1 then do; EA050 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

EA051SK Which of the following best describe(s) the situation that during the past 12 months has bothered you the most? Mark "Yes" or "No" for each item below that describes the situation you are going to tell us about in this section.- Skip

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA003_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
11628	12.8	1	1	Not Asked
24170	26.6	2	2	Asked
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

"EA051SK is an indicator of whether EA051A, EA051B, EA051C, EA051D, EA051E, EA051F, EA051G, EA051H, EA051I, EA051J, EA051K, EA052, EA053A, EA053B, EA053C, EA053D, EA053E, EA054, EA055A, EA055B, EA055C, EA055D, EA055E, EA055F, EA055G, EA056 were or were not to be asked of a respondent and its initial value is 1 (Not asked). If

(((((EA045A > 1 OR EA045B > 1) OR EA045C > 1) OR EA045D > 1) OR EA045E > 1) OR EA045F > 1) OR EA045G > 1) OR EA045H > 1) OR EA045I > 1) OR EA045J > 1) OR EA045K > 1) OR EA045L > 1) OR EA045M > 1) OR EA045N > 1) OR EA045O > 1) OR EA046A > 1) OR EA046B > 1) OR EA046C > 1) OR EA046D > 1) OR EA046E > 1) OR EA046F > 1) OR EA046G > 1) OR EA046H > 1) OR EA046I > 1) OR EA046J > 1) OR EA046K > 1) OR EA046L > 1) OR EA046M > 1) OR EA046N > 1) OR EA046O > 1) OR EA047A = 1) OR EA047A = 2) OR EA047B = 1) OR EA047B = 2) OR EA047C = 1) OR EA047C = 2) OR EA047D = 1) OR EA047D = 2) OR EA047E = 1) OR EA047E = 2) OR EA047F = 1) OR EA047F = 2) OR EA047G = 1) OR EA047G = 2) OR EA047H = 1) OR EA047H = 2) OR EA047I = 1) OR EA047I = 2) OR EA047J = 1) OR EA047J = 2) OR EA047K = 1) OR EA047K = 2) OR EA047L = 1) OR EA047L = 2) OR EA047M = 1) OR EA047M = 2) OR EA047N = 1) OR EA047N = 2) OR EA047O = 1) OR EA047O = 2) OR EA047P = 1) OR EA047P = 2) OR EA047Q = 1) OR EA047Q = 2) OR EA047R = 1) OR EA047R = 2) OR EA047S = 1) OR EA047S = 2) OR EA047T = 1) OR EA047T = 2) OR EA047U = 1) OR EA047U = 2) OR EA047V = 1) OR EA047V = 2) OR EA047W = 1) OR EA047W = 2) OR EA047X = 1) OR EA047X = 2) OR EA047Y = 1) OR EA047Y = 2) OR EA047Z = 1) OR EA047Z = 2) OR EA048 = 2) then EA051SK = 2 (Asked)."

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

EA052 Would you say that you and/or your family experienced racial/ethnic harassment or discrimination in what you said happened in the situation that bothered you most? Mark one.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA103_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2146	2.4	-9	.	No response
2	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
1333	1.5	1	1	Yes, racial/ethnic harassment
2191	2.4	2	2	Yes, racial/ethnic discrimination
955	1.1	3	3	Yes, both racial/ethnic harassment and discrimination
17549	19.3	4	4	No, neither racial/ethnic discrimination nor harassment
91024	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA051AU = EA051A, EA051BU = EA051B, EA051CU = EA051C, EA051DU = EA051D, EA051EU = EA051E, EA051FU = EA051F, EA051GU = EA051G, EA051HU = EA051H, EA051IU = EA051I, EA051JU = EA051J, EA051KU = EA051K, EA052U = EA052, EA053AU = EA053A, EA053BU = EA053B, EA053CU = EA053C, EA053DU = EA053D, EA053EU = EA053E, EA054U = EA054, EA055AU = EA055A, EA055BU = EA055B, EA055CU = EA055C, EA055DU = EA055D, EA055EU = EA055E, EA055FU = EA055F, EA055GU = EA055G, EA056U = EA056, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA051SK = 1 then do; EA051A = .N; EA051B = .N; EA051C = .N; EA051D = .N; EA051E = .N; EA051F = .N; EA051G = .N; EA051H = .N; EA051I = .N; EA051J = .N; EA051K = .N; EA052 = .N; EA053A = .N; EA053B = .N; EA053C = .N; EA053D = .N; EA053E = .N; EA054 = .N; EA055A = .N; EA055B = .N; EA055C = .N; EA055D = .N; EA055E = .N; EA055F = .N; EA055G = .N; EA056 = .N; end; .N = (Not Applicable)

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Where and when did this situation occur? Mark one answer for each item.

EA055A At a military installation

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA145_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5576	6.1	-9	.	No response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
12834	14.1	1	1	None of it
2320	2.6	2	2	Some of it
832	0.9	3	3	Most of it
2614	2.9	4	4	All of it
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA051AU = EA051A, EA051BU = EA051B, EA051CU = EA051C, EA051DU = EA051D, EA051EU = EA051E, EA051FU = EA051F, EA051GU = EA051G, EA051HU = EA051H, EA051IU = EA051I, EA051JU = EA051J, EA051KU = EA051K, EA052U = EA052, EA053AU = EA053A, EA053BU = EA053B, EA053CU = EA053C, EA053DU = EA053D, EA053EU = EA053E, EA054U = EA054, EA055AU = EA055A, EA055BU = EA055B, EA055CU = EA055C, EA055DU = EA055D, EA055EU = EA055E, EA055FU = EA055F, EA055GU = EA055G, EA056U = EA056, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA051SK = 1 then do; EA051A = .N; EA051B = .N; EA051C = .N; EA051D = .N; EA051E = .N; EA051F = .N; EA051G = .N; EA051H = .N; EA051I = .N; EA051J = .N; EA051K = .N; EA052 = .N; EA053A = .N; EA053B = .N; EA053C = .N; EA053D = .N; EA053E = .N; EA054 = .N; EA055A = .N; EA055B = .N; EA055C = .N; EA055D = .N; EA055E = .N; EA055F = .N; EA055G = .N; EA056 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
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Where and when did this situation occur? Mark one answer for each item.

EA055B At your military work (the place where you perform your military duties)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA145_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5643	6.2	-9	.	No response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
14097	15.5	1	1	None of it
1801	2.0	2	2	Some of it
698	0.8	3	3	Most of it
1937	2.1	4	4	All of it
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA051AU = EA051A, EA051BU = EA051B, EA051CU = EA051C, EA051DU = EA051D, EA051EU = EA051E, EA051FU = EA051F, EA051GU = EA051G, EA051HU = EA051H, EA051IU = EA051I, EA051JU = EA051J, EA051KU = EA051K, EA052U = EA052, EA053AU = EA053A, EA053BU = EA053B, EA053CU = EA053C, EA053DU = EA053D, EA053EU = EA053E, EA054U = EA054, EA055AU = EA055A, EA055BU = EA055B, EA055CU = EA055C, EA055DU = EA055D, EA055EU = EA055E, EA055FU = EA055F, EA055GU = EA055G, EA056U = EA056, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA051SK = 1 then do; EA051A = .N; EA051B = .N; EA051C = .N; EA051D = .N; EA051E = .N; EA051F = .N; EA051G = .N; EA051H = .N; EA051I = .N; EA051J = .N; EA051K = .N; EA052 = .N; EA053A = .N; EA053B = .N; EA053C = .N; EA053D = .N; EA053E = .N; EA054 = .N; EA055A = .N; EA055B = .N; EA055C = .N; EA055D = .N; EA055E = .N; EA055F = .N; EA055G = .N; EA056 = .N; end; .N = (Not Applicable)

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Where and when did this situation occur? Mark one answer for each item.

EA055C During duty hours

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA145_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5726	6.3	-9	.	No response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
13286	14.6	1	1	None of it
2084	2.3	2	2	Some of it
850	0.9	3	3	Most of it
2230	2.5	4	4	All of it
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA051AU = EA051A, EA051BU = EA051B, EA051CU = EA051C, EA051DU = EA051D, EA051EU = EA051E, EA051FU = EA051F, EA051GU = EA051G, EA051HU = EA051H, EA051IU = EA051I, EA051JU = EA051J, EA051KU = EA051K, EA052U = EA052, EA053AU = EA053A, EA053BU = EA053B, EA053CU = EA053C, EA053DU = EA053D, EA053EU = EA053E, EA054U = EA054, EA055AU = EA055A, EA055BU = EA055B, EA055CU = EA055C, EA055DU = EA055D, EA055EU = EA055E, EA055FU = EA055F, EA055GU = EA055G, EA056U = EA056, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA051SK = 1 then do; EA051A = .N; EA051B = .N; EA051C = .N; EA051D = .N; EA051E = .N; EA051F = .N; EA051G = .N; EA051H = .N; EA051I = .N; EA051J = .N; EA051K = .N; EA052 = .N; EA053A = .N; EA053B = .N; EA053C = .N; EA053D = .N; EA053E = .N; EA054 = .N; EA055A = .N; EA055B = .N; EA055C = .N; EA055D = .N; EA055E = .N; EA055F = .N; EA055G = .N; EA056 = .N; end; .N = (Not Applicable)

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Where and when did this situation occur? Mark one answer for each item.

EA055D In a work environment where members of your racial/ethnic background are uncommon

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA145_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5737	6.3	-9	.	No response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
15469	17.0	1	1	None of it
1435	1.6	2	2	Some of it
579	0.6	3	3	Most of it
956	1.1	4	4	All of it
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA051AU = EA051A, EA051BU = EA051B, EA051CU = EA051C, EA051DU = EA051D, EA051EU = EA051E, EA051FU = EA051F, EA051GU = EA051G, EA051HU = EA051H, EA051IU = EA051I, EA051JU = EA051J, EA051KU = EA051K, EA052U = EA052, EA053AU = EA053A, EA053BU = EA053B, EA053CU = EA053C, EA053DU = EA053D, EA053EU = EA053E, EA054U = EA054, EA055AU = EA055A, EA055BU = EA055B, EA055CU = EA055C, EA055DU = EA055D, EA055EU = EA055E, EA055FU = EA055F, EA055GU = EA055G, EA056U = EA056, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA051SK = 1 then do; EA051A = .N; EA051B = .N; EA051C = .N; EA051D = .N; EA051E = .N; EA051F = .N; EA051G = .N; EA051H = .N; EA051I = .N; EA051J = .N; EA051K = .N; EA052 = .N; EA053A = .N; EA053B = .N; EA053C = .N; EA053D = .N; EA053E = .N; EA054 = .N; EA055A = .N; EA055B = .N; EA055C = .N; EA055D = .N; EA055E = .N; EA055F = .N; EA055G = .N; EA056 = .N; end; .N = (Not Applicable)

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Where and when did this situation occur? Mark one answer for each item.

EA055E While you were deployed

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA145_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5904	6.5	-9	.	No response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
15820	17.4	1	1	None of it
1334	1.5	2	2	Some of it
429	0.5	3	3	Most of it
689	0.8	4	4	All of it
91024	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA051AU = EA051A, EA051BU = EA051B, EA051CU = EA051C, EA051DU = EA051D, EA051EU = EA051E, EA051FU = EA051F, EA051GU = EA051G, EA051HU = EA051H, EA051IU = EA051I, EA051JU = EA051J, EA051KU = EA051K, EA052U = EA052, EA053AU = EA053A, EA053BU = EA053B, EA053CU = EA053C, EA053DU = EA053D, EA053EU = EA053E, EA054U = EA054, EA055AU = EA055A, EA055BU = EA055B, EA055CU = EA055C, EA055DU = EA055D, EA055EU = EA055E, EA055FU = EA055F, EA055GU = EA055G, EA056U = EA056, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA051SK = 1 then do; EA051A = .N; EA051B = .N; EA051C = .N; EA051D = .N; EA051E = .N; EA051F = .N; EA051G = .N; EA051H = .N; EA051I = .N; EA051J = .N; EA051K = .N; EA052 = .N; EA053A = .N; EA053B = .N; EA053C = .N; EA053D = .N; EA053E = .N; EA054 = .N; EA055A = .N; EA055B = .N; EA055C = .N; EA055D = .N; EA055E = .N; EA055F = .N; EA055G = .N; EA056 = .N; end; .N = (Not Applicable)

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Where and when did this situation occur? Mark one answer for each item.

EA055F In the local community around an installation

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA075_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5833	6.4	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
11495	12.6	1	1	None of it
2669	2.9	2	2	Some of it
1095	1.2	3	3	Most of it
3083	3.4	4	4	All of it
91024	100.0	TOTALS		

EA051AU = EA051A, EA051BU = EA051B, EA051CU = EA051C, EA051DU = EA051D, EA051EU = EA051E, EA051FU = EA051F, EA051GU = EA051G, EA051HU = EA051H, EA051IU = EA051I, EA051JU = EA051J, EA051KU = EA051K, EA052U = EA052, EA053AU = EA053A, EA053BU = EA053B, EA053CU = EA053C, EA053DU = EA053D, EA053EU = EA053E, EA054U = EA054, EA055AU = EA055A, EA055BU = EA055B, EA055CU = EA055C, EA055DU = EA055D, EA055EU = EA055E, EA055FU = EA055F, EA055GU = EA055G, EA056U = EA056, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA051SK = 1 then do; EA051A = .N; EA051B = .N; EA051C = .N; EA051D = .N; EA051E = .N; EA051F = .N; EA051G = .N; EA051H = .N; EA051I = .N; EA051J = .N; EA051K = .N; EA052 = .N; EA053A = .N; EA053B = .N; EA053C = .N; EA053D = .N; EA053E = .N; EA054 = .N; EA055A = .N; EA055B = .N; EA055C = .N; EA055D = .N; EA055E = .N; EA055F = .N; EA055G = .N; EA056 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
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Where and when did this situation occur? Mark one answer for each item.

EA055G At your current permanent duty station

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA145_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5755	6.3	-9	.	No response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
12098	13.3	1	1	None of it
2370	2.6	2	2	Some of it
862	1.0	3	3	Most of it
3091	3.4	4	4	All of it
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA051AU = EA051A, EA051BU = EA051B, EA051CU = EA051C, EA051DU = EA051D, EA051EU = EA051E, EA051FU = EA051F, EA051GU = EA051G, EA051HU = EA051H, EA051IU = EA051I, EA051JU = EA051J, EA051KU = EA051K, EA052U = EA052, EA053AU = EA053A, EA053BU = EA053B, EA053CU = EA053C, EA053DU = EA053D, EA053EU = EA053E, EA054U = EA054, EA055AU = EA055A, EA055BU = EA055B, EA055CU = EA055C, EA055DU = EA055D, EA055EU = EA055E, EA055FU = EA055F, EA055GU = EA055G, EA056U = EA056, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA051SK = 1 then do; EA051A = .N; EA051B = .N; EA051C = .N; EA051D = .N; EA051E = .N; EA051F = .N; EA051G = .N; EA051H = .N; EA051I = .N; EA051J = .N; EA051K = .N; EA052 = .N; EA053A = .N; EA053B = .N; EA053C = .N; EA053D = .N; EA053E = .N; EA054 = .N; EA055A = .N; EA055B = .N; EA055C = .N; EA055D = .N; EA055E = .N; EA055F = .N; EA055G = .N; EA056 = .N; end; .N = (Not Applicable)

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EA057SK

Did more than one person do it?-Skip

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA003_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
29607	32.5	1	1	Not Asked
6191	6.8	2	2	Asked
91024	100.0	TOTALS		

"EA057SK is an indicator of whether EA057, EA058, EA059A, EA059B, EA059C, EA059D, EA059E, EA059F, EA060A, EA060B, EA060C, EA060D, EA060E, EA060F, EA060G, EA060H, EA060I were or were not to be asked of a respondent and its initial value is 1 (Not asked). If

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(((((EA045A > 1 OR EA045B > 1) OR EA045C > 1) OR EA045D > 1) OR EA045E > 1) OR
EA045F > 1) OR EA045G > 1) OR EA045H > 1) OR EA045I > 1) OR EA045J > 1) OR
EA045K > 1) OR EA045L > 1) OR EA045M > 1) OR EA045N > 1) OR EA045O > 1) OR
EA046A > 1) OR EA046B > 1) OR EA046C > 1) OR EA046D > 1) OR EA046E > 1) OR
EA046F > 1) OR EA046G > 1) OR EA046H > 1) OR EA046I > 1) OR EA046J > 1) OR
EA046K > 1) OR EA046L > 1) OR EA046M > 1) OR EA046N > 1) OR EA046O > 1) OR
EA047A = 1) OR EA047A = 2) OR EA047B = 1) OR EA047B = 2) OR EA047C = 1) OR
EA047C = 2) OR EA047D = 1) OR EA047D = 2) OR EA047E = 1) OR EA047E = 2) OR
EA047F = 1) OR EA047F = 2) OR EA047G = 1) OR EA047G = 2) OR EA047H = 1) OR
EA047H = 2) OR EA047I = 1) OR EA047I = 2) OR EA047J = 1) OR EA047J = 2) OR
EA047K = 1) OR EA047K = 2) OR EA047L = 1) OR EA047L = 2) OR EA047M = 1) OR
EA047M = 2) OR EA047N = 1) OR EA047N = 2) OR EA047O = 1) OR EA047O = 2) OR
EA047P = 1) OR EA047P = 2) OR EA047Q = 1) OR EA047Q = 2) OR EA047R = 1) OR
EA047R = 2) OR EA047S = 1) OR EA047S = 2) OR EA047T = 1) OR EA047T = 2) OR
EA047U = 1) OR EA047U = 2) OR EA047V = 1) OR EA047V = 2) OR EA047W = 1) OR
EA047W = 2) OR EA047X = 1) OR EA047X = 2) OR EA047Y = 1) OR EA047Y = 2) OR
EA047Z = 1) OR EA047Z = 2) OR EA048 = 2) AND EA056 = 2) then EA057SK = 2
(Asked)."
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Was the person(s) who did it... Mark "Yes," "No," or "Don't know" for each.

EA060A Your immediate supervisor?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA154_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
182	0.2	-9	.	No response
55226	60.7	-1	.B	No survey return
29580	32.5	-6	.N	Not applicable
963	1.1	1	1	Yes
4904	5.4	2	2	No
169	0.2	3	3	Don't know
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA057U = EA057, EA058U = EA058, EA059AU = EA059A, EA059BU = EA059B, EA059CU = EA059C, EA059DU = EA059D, EA059EU = EA059E, EA059FU = EA059F, EA060AU = EA060A, EA060BU = EA060B, EA060CU = EA060C, EA060DU = EA060D, EA060EU = EA060E, EA060FU = EA060F, EA060GU = EA060G, EA060HU = EA060H, EA060IU = EA060I, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA057SK = 1 then do; EA057 = .N; EA058 = .N; EA059A = .N; EA059B = .N; EA059C = .N; EA059D = .N; EA059E = .N; EA059F = .N; EA060A = .N; EA060B = .N; EA060C = .N; EA060D = .N; EA060E = .N; EA060F = .N; EA060G = .N; EA060H = .N; EA060I = .N; end; .N = (Not Applicable)

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Was the person(s) who did it... Mark "Yes," "No," or "Don't know" for each.

EA060B Your unit commander?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA154_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
234	0.3	-9	.	No response
55226	60.7	-1	.B	No survey return
29580	32.5	-6	.N	Not applicable
522	0.6	1	1	Yes
5263	5.8	2	2	No
199	0.2	3	3	Don't know
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA057U = EA057, EA058U = EA058, EA059AU = EA059A, EA059BU = EA059B, EA059CU = EA059C, EA059DU = EA059D, EA059EU = EA059E, EA059FU = EA059F, EA060AU = EA060A, EA060BU = EA060B, EA060CU = EA060C, EA060DU = EA060D, EA060EU = EA060E, EA060FU = EA060F, EA060GU = EA060G, EA060HU = EA060H, EA060IU = EA060I, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA057SK = 1 then do; EA057 = .N; EA058 = .N; EA059A = .N; EA059B = .N; EA059C = .N; EA059D = .N; EA059E = .N; EA059F = .N; EA060A = .N; EA060B = .N; EA060C = .N; EA060D = .N; EA060E = .N; EA060F = .N; EA060G = .N; EA060H = .N; EA060I = .N; end; .N = (Not Applicable)

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Was the person(s) who did it... Mark "Yes," "No," or "Don't know" for each.

EA060C Other military person(s) of higher rank/grade than you?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA154_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
209	0.2	-9	.	No response
55226	60.7	-1	.B	No survey return
29580	32.5	-6	.N	Not applicable
1894	2.1	1	1	Yes
3905	4.3	2	2	No
210	0.2	3	3	Don't know
91024	100.0	TOTALS		

EA057U = EA057, EA058U = EA058, EA059AU = EA059A, EA059BU = EA059B, EA059CU = EA059C, EA059DU = EA059D, EA059EU = EA059E, EA059FU = EA059F, EA060AU = EA060A, EA060BU = EA060B, EA060CU = EA060C, EA060DU = EA060D, EA060EU = EA060E, EA060FU = EA060F, EA060GU = EA060G, EA060HU = EA060H, EA060IU = EA060I, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA057SK = 1 then do; EA057 = .N; EA058 = .N; EA059A = .N; EA059B = .N; EA059C = .N; EA059D = .N; EA059E = .N; EA059F = .N; EA060A = .N; EA060B = .N; EA060C = .N; EA060D = .N; EA060E = .N; EA060F = .N; EA060G = .N; EA060H = .N; EA060I = .N; end; .N = (Not Applicable)

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Was the person(s) who did it... Mark "Yes," "No," or "Don't know" for each.

EA060D Your military coworker(s)?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA154_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
231	0.3	-9	.	No response
55226	60.7	-1	.B	No survey return
29580	32.5	-6	.N	Not applicable
1973	2.2	1	1	Yes
3851	4.2	2	2	No
163	0.2	3	3	Don't know
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA057U = EA057, EA058U = EA058, EA059AU = EA059A, EA059BU = EA059B, EA059CU = EA059C, EA059DU = EA059D, EA059EU = EA059E, EA059FU = EA059F, EA060AU = EA060A, EA060BU = EA060B, EA060CU = EA060C, EA060DU = EA060D, EA060EU = EA060E, EA060FU = EA060F, EA060GU = EA060G, EA060HU = EA060H, EA060IU = EA060I, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA057SK = 1 then do; EA057 = .N; EA058 = .N; EA059A = .N; EA059B = .N; EA059C = .N; EA059D = .N; EA059E = .N; EA059F = .N; EA060A = .N; EA060B = .N; EA060C = .N; EA060D = .N; EA060E = .N; EA060F = .N; EA060G = .N; EA060H = .N; EA060I = .N; end; .N = (Not Applicable)

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Was the person(s) who did it... Mark "Yes," "No," or "Don't know" for each.

EA060E Your military subordinate(s)?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA109_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
246	0.3	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
29580	32.5	-6	.N	Not applicable
996	1.1	1	1	Yes
4775	5.3	2	2	No
200	0.2	3	3	Don't know
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA057U = EA057, EA058U = EA058, EA059AU = EA059A, EA059BU = EA059B, EA059CU = EA059C, EA059DU = EA059D, EA059EU = EA059E, EA059FU = EA059F, EA060AU = EA060A, EA060BU = EA060B, EA060CU = EA060C, EA060DU = EA060D, EA060EU = EA060E, EA060FU = EA060F, EA060GU = EA060G, EA060HU = EA060H, EA060IU = EA060I, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA057SK = 1 then do; EA057 = .N; EA058 = .N; EA059A = .N; EA059B = .N; EA059C = .N; EA059D = .N; EA059E = .N; EA059F = .N; EA060A = .N; EA060B = .N; EA060C = .N; EA060D = .N; EA060E = .N; EA060F = .N; EA060G = .N; EA060H = .N; EA060I = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
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Was the person(s) who did it... Mark "Yes," "No," or "Don't know" for each.

EA060F Other military person(s)?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA154_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
200	0.2	-9	.	No response
55226	60.7	-1	.B	No survey return
29580	32.5	-6	.N	Not applicable
2250	2.5	1	1	Yes
3527	3.9	2	2	No
241	0.3	3	3	Don't know
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA057U = EA057, EA058U = EA058, EA059AU = EA059A, EA059BU = EA059B, EA059CU = EA059C, EA059DU = EA059D, EA059EU = EA059E, EA059FU = EA059F, EA060AU = EA060A, EA060BU = EA060B, EA060CU = EA060C, EA060DU = EA060D, EA060EU = EA060E, EA060FU = EA060F, EA060GU = EA060G, EA060HU = EA060H, EA060IU = EA060I, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA057SK = 1 then do; EA057 = .N; EA058 = .N; EA059A = .N; EA059B = .N; EA059C = .N; EA059D = .N; EA059E = .N; EA059F = .N; EA060A = .N; EA060B = .N; EA060C = .N; EA060D = .N; EA060E = .N; EA060F = .N; EA060G = .N; EA060H = .N; EA060I = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
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Was the person(s) who did it... Mark "Yes," "No," or "Don't know" for each.

EA060G DoD/Service civilian employee(s)?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA154_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
231	0.3	-9	.	No response
55226	60.7	-1	.B	No survey return
29580	32.5	-6	.N	Not applicable
864	1.0	1	1	Yes
4818	5.3	2	2	No
305	0.3	3	3	Don't know
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA057U = EA057, EA058U = EA058, EA059AU = EA059A, EA059BU = EA059B, EA059CU = EA059C, EA059DU = EA059D, EA059EU = EA059E, EA059FU = EA059F, EA060AU = EA060A, EA060BU = EA060B, EA060CU = EA060C, EA060DU = EA060D, EA060EU = EA060E, EA060FU = EA060F, EA060GU = EA060G, EA060HU = EA060H, EA060IU = EA060I, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA057SK = 1 then do; EA057 = .N; EA058 = .N; EA059A = .N; EA059B = .N; EA059C = .N; EA059D = .N; EA059E = .N; EA059F = .N; EA060A = .N; EA060B = .N; EA060C = .N; EA060D = .N; EA060E = .N; EA060F = .N; EA060G = .N; EA060H = .N; EA060I = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
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Was the person(s) who did it... Mark "Yes," "No," or "Don't know" for each.

EA060H DoD/Service civilian contractor(s)?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA154_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
241	0.3	-9	.	No response
55226	60.7	-1	.B	No survey return
29580	32.5	-6	.N	Not applicable
409	0.5	1	1	Yes
5237	5.8	2	2	No
331	0.4	3	3	Don't know
91024	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA057U = EA057, EA058U = EA058, EA059AU = EA059A, EA059BU = EA059B, EA059CU = EA059C, EA059DU = EA059D, EA059EU = EA059E, EA059FU = EA059F, EA060AU = EA060A, EA060BU = EA060B, EA060CU = EA060C, EA060DU = EA060D, EA060EU = EA060E, EA060FU = EA060F, EA060GU = EA060G, EA060HU = EA060H, EA060IU = EA060I, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA057SK = 1 then do; EA057 = .N; EA058 = .N; EA059A = .N; EA059B = .N; EA059C = .N; EA059D = .N; EA059E = .N; EA059F = .N; EA060A = .N; EA060B = .N; EA060C = .N; EA060D = .N; EA060E = .N; EA060F = .N; EA060G = .N; EA060H = .N; EA060I = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
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Was the person(s) who did it... Mark "Yes," "No," or "Don't know" for each.

EA060I Person(s) in the local community

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA109_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
238	0.3	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
29580	32.5	-6	.N	Not applicable
2429	2.7	1	1	Yes
3326	3.7	2	2	No
224	0.3	3	3	Don't know
91024	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA057U = EA057, EA058U = EA058, EA059AU = EA059A, EA059BU = EA059B, EA059CU = EA059C, EA059DU = EA059D, EA059EU = EA059E, EA059FU = EA059F, EA060AU = EA060A, EA060BU = EA060B, EA060CU = EA060C, EA060DU = EA060D, EA060EU = EA060E, EA060FU = EA060F, EA060GU = EA060G, EA060HU = EA060H, EA060IU = EA060I, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA057SK = 1 then do; EA057 = .N; EA058 = .N; EA059A = .N; EA059B = .N; EA059C = .N; EA059D = .N; EA059E = .N; EA059F = .N; EA060A = .N; EA060B = .N; EA060C = .N; EA060D = .N; EA060E = .N; EA060F = .N; EA060G = .N; EA060H = .N; EA060I = .N; end; .N = (Not Applicable)

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EA061SK During the course of the situation you have in mind, how often did the event(s) occur?-Skip

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA003_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
11628	12.8	1	1	Not Asked
24170	26.6	2	2	Asked
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

"EA061SK is an indicator of whether EA061, EA062, EA063A, EA063B, EA063C, EA063D, EA063E, EA063F, EA063G, EA063H, EA063I, EA063J, EA063K, EA064, EA065, EA066 were or were not to be asked of a respondent and its initial value is 1 (Not asked). If

(((((EA045A > 1 OR EA045B > 1) OR EA045C > 1) OR EA045D > 1) OR EA045E > 1) OR EA045F > 1) OR EA045G > 1) OR EA045H > 1) OR EA045I > 1) OR EA045J > 1) OR EA045K > 1) OR EA045L > 1) OR EA045M > 1) OR EA045N > 1) OR EA045O > 1) OR EA046A > 1) OR EA046B > 1) OR EA046C > 1) OR EA046D > 1) OR EA046E > 1) OR EA046F > 1) OR EA046G > 1) OR EA046H > 1) OR EA046I > 1) OR EA046J > 1) OR EA046K > 1) OR EA046L > 1) OR EA046M > 1) OR EA046N > 1) OR EA046O > 1) OR EA047A = 1) OR EA047A = 2) OR EA047B = 1) OR EA047B = 2) OR EA047C = 1) OR EA047C = 2) OR EA047D = 1) OR EA047D = 2) OR EA047E = 1) OR EA047E = 2) OR EA047F = 1) OR EA047F = 2) OR EA047G = 1) OR EA047G = 2) OR EA047H = 1) OR EA047H = 2) OR EA047I = 1) OR EA047I = 2) OR EA047J = 1) OR EA047J = 2) OR EA047K = 1) OR EA047K = 2) OR EA047L = 1) OR EA047L = 2) OR EA047M = 1) OR EA047M = 2) OR EA047N = 1) OR EA047N = 2) OR EA047O = 1) OR EA047O = 2) OR EA047P = 1) OR EA047P = 2) OR EA047Q = 1) OR EA047Q = 2) OR EA047R = 1) OR EA047R = 2) OR EA047S = 1) OR EA047S = 2) OR EA047T = 1) OR EA047T = 2) OR EA047U = 1) OR EA047U = 2) OR EA047V = 1) OR EA047V = 2) OR EA047W = 1) OR EA047W = 2) OR EA047X = 1) OR EA047X = 2) OR EA047Y = 1) OR EA047Y = 2) OR EA047Z = 1) OR EA047Z = 2) OR EA048 = 2) then EA061SK = 2 (Asked)."

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EA062 How long did this situation last, or if continuing, how long has it been going on?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA038_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
9780	10.7	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
9467	10.4	1	1	Less than 1 week
697	0.8	2	2	1 week to less than 1 month
714	0.8	3	3	1 month to less than 3 months
788	0.9	4	4	3 months to less than 6 months
2729	3.0	5	5	6 months or more
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA061U = EA061, EA062U = EA062, EA063AU = EA063A, EA063BU = EA063B, EA063CU = EA063C, EA063DU = EA063D, EA063EU = EA063E, EA063FU = EA063F, EA063GU = EA063G, EA063HU = EA063H, EA063IU = EA063I, EA063JU = EA063J, EA063KU = EA063K, EA064U = EA064, EA065U = EA065, EA066U = EA066, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA061SK = 1 then do; EA061 = .N; EA062 = .N; EA063A = .N; EA063B = .N; EA063C = .N; EA063D = .N; EA063E = .N; EA063F = .N; EA063G = .N; EA063H = .N; EA063I = .N; EA063J = .N; EA063K = .N; EA064 = .N; EA065 = .N; EA066 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

As a result of the situation, did you...

EA063A Try to ignore the behavior?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA142_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
8976	9.9	-9	.	No response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
4896	5.4	1	1	No
10304	11.3	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA061U = EA061, EA062U = EA062, EA063AU = EA063A, EA063BU = EA063B, EA063CU = EA063C, EA063DU = EA063D, EA063EU = EA063E, EA063FU = EA063F, EA063GU = EA063G, EA063HU = EA063H, EA063IU = EA063I, EA063JU = EA063J, EA063KU = EA063K, EA064U = EA064, EA065U = EA065, EA066U = EA066, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA061SK = 1 then do; EA061 = .N; EA062 = .N; EA063A = .N; EA063B = .N; EA063C = .N; EA063D = .N; EA063E = .N; EA063F = .N; EA063G = .N; EA063H = .N; EA063I = .N; EA063J = .N; EA063K = .N; EA064 = .N; EA065 = .N; EA066 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
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As a result of the situation, did you...

EA063B Try to avoid the person(s) who bothered you?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA142_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
9020	9.9	-9	.	No response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
6690	7.4	1	1	No
8466	9.3	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA061U = EA061, EA062U = EA062, EA063AU = EA063A, EA063BU = EA063B, EA063CU = EA063C, EA063DU = EA063D, EA063EU = EA063E, EA063FU = EA063F, EA063GU = EA063G, EA063HU = EA063H, EA063IU = EA063I, EA063JU = EA063J, EA063KU = EA063K, EA064U = EA064, EA065U = EA065, EA066U = EA066, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA061SK = 1 then do; EA061 = .N; EA062 = .N; EA063A = .N; EA063B = .N; EA063C = .N; EA063D = .N; EA063E = .N; EA063F = .N; EA063G = .N; EA063H = .N; EA063I = .N; EA063J = .N; EA063K = .N; EA064 = .N; EA065 = .N; EA066 = .N; end; .N = (Not Applicable)

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As a result of the situation, did you...

EA063C Try to forget it?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA142_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
9040	9.9	-9	.	No response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
6016	6.6	1	1	No
9120	10.0	2	2	Yes
91024	100.0	TOTALS		

EA061U = EA061, EA062U = EA062, EA063AU = EA063A, EA063BU = EA063B, EA063CU = EA063C, EA063DU = EA063D, EA063EU = EA063E, EA063FU = EA063F, EA063GU = EA063G, EA063HU = EA063H, EA063IU = EA063I, EA063JU = EA063J, EA063KU = EA063K, EA064U = EA064, EA065U = EA065, EA066U = EA066, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA061SK = 1 then do; EA061 = .N; EA062 = .N; EA063A = .N; EA063B = .N; EA063C = .N; EA063D = .N; EA063E = .N; EA063F = .N; EA063G = .N; EA063H = .N; EA063I = .N; EA063J = .N; EA063K = .N; EA064 = .N; EA065 = .N; EA066 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
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As a result of the situation, did you...

EA063D Tell the person(s) to stop?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA142_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
9103	10.0	-9	.	No response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
8776	9.6	1	1	No
6297	6.9	2	2	Yes
91024	100.0	TOTALS		

EA061U = EA061, EA062U = EA062, EA063AU = EA063A, EA063BU = EA063B, EA063CU = EA063C, EA063DU = EA063D, EA063EU = EA063E, EA063FU = EA063F, EA063GU = EA063G, EA063HU = EA063H, EA063IU = EA063I, EA063JU = EA063J, EA063KU = EA063K, EA064U = EA064, EA065U = EA065, EA066U = EA066, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA061SK = 1 then do; EA061 = .N; EA062 = .N; EA063A = .N; EA063B = .N; EA063C = .N; EA063D = .N; EA063E = .N; EA063F = .N; EA063G = .N; EA063H = .N; EA063I = .N; EA063J = .N; EA063K = .N; EA064 = .N; EA065 = .N; EA066 = .N; end; .N = (Not Applicable)

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As a result of the situation, did you...

EA063E Ask someone else to speak to the person(s) for you?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA142_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
9160	10.1	-9	.	No response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
11675	12.8	1	1	No
3341	3.7	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA061U = EA061, EA062U = EA062, EA063AU = EA063A, EA063BU = EA063B, EA063CU = EA063C, EA063DU = EA063D, EA063EU = EA063E, EA063FU = EA063F, EA063GU = EA063G, EA063HU = EA063H, EA063IU = EA063I, EA063JU = EA063J, EA063KU = EA063K, EA064U = EA064, EA065U = EA065, EA066U = EA066, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA061SK = 1 then do; EA061 = .N; EA062 = .N; EA063A = .N; EA063B = .N; EA063C = .N; EA063D = .N; EA063E = .N; EA063F = .N; EA063G = .N; EA063H = .N; EA063I = .N; EA063J = .N; EA063K = .N; EA064 = .N; EA065 = .N; EA066 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
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As a result of the situation, did you...

EA063F Settle it yourself physically?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA142_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
9075	10.0	-9	.	No response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
13872	15.2	1	1	No
1229	1.4	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA061U = EA061, EA062U = EA062, EA063AU = EA063A, EA063BU = EA063B, EA063CU = EA063C, EA063DU = EA063D, EA063EU = EA063E, EA063FU = EA063F, EA063GU = EA063G, EA063HU = EA063H, EA063IU = EA063I, EA063JU = EA063J, EA063KU = EA063K, EA064U = EA064, EA065U = EA065, EA066U = EA066, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA061SK = 1 then do; EA061 = .N; EA062 = .N; EA063A = .N; EA063B = .N; EA063C = .N; EA063D = .N; EA063E = .N; EA063F = .N; EA063G = .N; EA063H = .N; EA063I = .N; EA063J = .N; EA063K = .N; EA064 = .N; EA065 = .N; EA066 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
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As a result of the situation, did you...

EA063G Act as though it did not bother you?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA142_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
9062	10.0	-9	.	No response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
7135	7.8	1	1	No
7979	8.8	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA061U = EA061, EA062U = EA062, EA063AU = EA063A, EA063BU = EA063B, EA063CU = EA063C, EA063DU = EA063D, EA063EU = EA063E, EA063FU = EA063F, EA063GU = EA063G, EA063HU = EA063H, EA063IU = EA063I, EA063JU = EA063J, EA063KU = EA063K, EA064U = EA064, EA065U = EA065, EA066U = EA066, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA061SK = 1 then do; EA061 = .N; EA062 = .N; EA063A = .N; EA063B = .N; EA063C = .N; EA063D = .N; EA063E = .N; EA063F = .N; EA063G = .N; EA063H = .N; EA063I = .N; EA063J = .N; EA063K = .N; EA064 = .N; EA065 = .N; EA066 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
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As a result of the situation, did you...

EA063H Call a hotline for advice/information (not to file a
complaint)?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA142_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
9074	10.0	-9	.	No response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
14485	15.9	1	1	No
617	0.7	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA061U = EA061, EA062U = EA062, EA063AU = EA063A, EA063BU = EA063B, EA063CU = EA063C, EA063DU = EA063D, EA063EU = EA063E, EA063FU = EA063F, EA063GU = EA063G, EA063HU = EA063H, EA063IU = EA063I, EA063JU = EA063J, EA063KU = EA063K, EA064U = EA064, EA065U = EA065, EA066U = EA066, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA061SK = 1 then do; EA061 = .N; EA062 = .N; EA063A = .N; EA063B = .N; EA063C = .N; EA063D = .N; EA063E = .N; EA063F = .N; EA063G = .N; EA063H = .N; EA063I = .N; EA063J = .N; EA063K = .N; EA064 = .N; EA065 = .N; EA066 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
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As a result of the situation, did you...

EA063I Request a transfer?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
9075	10.0	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
14209	15.6	1	1	No
891	1.0	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA061U = EA061, EA062U = EA062, EA063AU = EA063A, EA063BU = EA063B, EA063CU = EA063C, EA063DU = EA063D, EA063EU = EA063E, EA063FU = EA063F, EA063GU = EA063G, EA063HU = EA063H, EA063IU = EA063I, EA063JU = EA063J, EA063KU = EA063K, EA064U = EA064, EA065U = EA065, EA066U = EA066, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA061SK = 1 then do; EA061 = .N; EA062 = .N; EA063A = .N; EA063B = .N; EA063C = .N; EA063D = .N; EA063E = .N; EA063F = .N; EA063G = .N; EA063H = .N; EA063I = .N; EA063J = .N; EA063K = .N; EA064 = .N; EA065 = .N; EA066 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
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As a result of the situation, did you...

EA063J Think about getting out of your Service?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA142_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
9085	10.0	-9	.	No response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
12721	14.0	1	1	No
2370	2.6	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA061U = EA061, EA062U = EA062, EA063AU = EA063A, EA063BU = EA063B, EA063CU = EA063C, EA063DU = EA063D, EA063EU = EA063E, EA063FU = EA063F, EA063GU = EA063G, EA063HU = EA063H, EA063IU = EA063I, EA063JU = EA063J, EA063KU = EA063K, EA064U = EA064, EA065U = EA065, EA066U = EA066, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA061SK = 1 then do; EA061 = .N; EA062 = .N; EA063A = .N; EA063B = .N; EA063C = .N; EA063D = .N; EA063E = .N; EA063F = .N; EA063G = .N; EA063H = .N; EA063I = .N; EA063J = .N; EA063K = .N; EA064 = .N; EA065 = .N; EA066 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
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As a result of the situation, did you...

EA063K Accomplish less than you would like at work?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA142_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
9135	10.0	-9	.	No response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
12987	14.3	1	1	No
2054	2.3	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA061U = EA061, EA062U = EA062, EA063AU = EA063A, EA063BU = EA063B, EA063CU = EA063C, EA063DU = EA063D, EA063EU = EA063E, EA063FU = EA063F, EA063GU = EA063G, EA063HU = EA063H, EA063IU = EA063I, EA063JU = EA063J, EA063KU = EA063K, EA064U = EA064, EA065U = EA065, EA066U = EA066, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA061SK = 1 then do; EA061 = .N; EA062 = .N; EA063A = .N; EA063B = .N; EA063C = .N; EA063D = .N; EA063E = .N; EA063F = .N; EA063G = .N; EA063H = .N; EA063I = .N; EA063J = .N; EA063K = .N; EA064 = .N; EA065 = .N; EA066 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
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EA065 Did you report the situation to any civilian community officials, offices, or courts?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA060_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
9313	10.2	-9	.	No response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
13646	15.0	1	1	No, I did not report it to a civilian official
177	0.2	2	2	Yes, but it is too soon to tell if it will make things better or worse
83	0.1	3	3	Yes, and it made things worse
588	0.7	4	4	Yes, but it made no difference
369	0.4	5	5	Yes, and it made things better
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA061U = EA061, EA062U = EA062, EA063AU = EA063A, EA063BU = EA063B, EA063CU = EA063C, EA063DU = EA063D, EA063EU = EA063E, EA063FU = EA063F, EA063GU = EA063G, EA063HU = EA063H, EA063IU = EA063I, EA063JU = EA063J, EA063KU = EA063K, EA064U = EA064, EA065U = EA065, EA066U = EA066, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA061SK = 1 then do; EA061 = .N; EA062 = .N; EA063A = .N; EA063B = .N; EA063C = .N; EA063D = .N; EA063E = .N; EA063F = .N; EA063G = .N; EA063H = .N; EA063I = .N; EA063J = .N; EA063K = .N; EA064 = .N; EA065 = .N; EA066 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

EA066 Did you discuss/report this situation to any
 installation/Service/DoD individuals or organizations?

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA		EA065_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
9149	10.1	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
13509	14.8	1	1	No
1166	1.3	2	2	Yes, made an informal report
351	0.4	3	3	Yes, made a formal report
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA061U = EA061, EA062U = EA062, EA063AU = EA063A, EA063BU = EA063B, EA063CU = EA063C, EA063DU = EA063D, EA063EU = EA063E, EA063FU = EA063F, EA063GU = EA063G, EA063HU = EA063H, EA063IU = EA063I, EA063JU = EA063J, EA063KU = EA063K, EA064U = EA064, EA065U = EA065, EA066U = EA066, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA061SK = 1 then do; EA061 = .N; EA062 = .N; EA063A = .N; EA063B = .N; EA063C = .N; EA063D = .N; EA063E = .N; EA063F = .N; EA063G = .N; EA063H = .N; EA063I = .N; EA063J = .N; EA063K = .N; EA064 = .N; EA065 = .N; EA066 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
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EA067SK

Did you report this situation to any of the following
installation/Service/DoD individuals or organizations?
Please mark one answer for each.-Skip

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA003_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
34280	37.7	1	1	Not Asked
1518	1.7	2	2	Asked
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

"EA067SK is an indicator of whether EA067A, EA067B, EA067C, EA067D, EA067E, EA067F, EA068A, EA068B, EA068C, EA068D, EA068E, EA068F, EA068G, EA068H, EA068I, EA068J, EA069A, EA069B, EA069C, EA069D, EA069E, EA069F, EA069G, EA070, EA071 were or were not to be asked of a respondent and its initial value is 1 (Not asked). If

(((((EA045A > 1 OR EA045B > 1) OR EA045C > 1) OR EA045D > 1) OR EA045E > 1) OR EA045F > 1) OR EA045G > 1) OR EA045H > 1) OR EA045I > 1) OR EA045J > 1) OR EA045K > 1) OR EA045L > 1) OR EA045M > 1) OR EA045N > 1) OR EA045O > 1) OR EA046A > 1) OR EA046B > 1) OR EA046C > 1) OR EA046D > 1) OR EA046E > 1) OR EA046F > 1) OR EA046G > 1) OR EA046H > 1) OR EA046I > 1) OR EA046J > 1) OR EA046K > 1) OR EA046L > 1) OR EA046M > 1) OR EA046N > 1) OR EA046O > 1) OR EA047A = 1) OR EA047A = 2) OR EA047B = 1) OR EA047B = 2) OR EA047C = 1) OR EA047C = 2) OR EA047D = 1) OR EA047D = 2) OR EA047E = 1) OR EA047E = 2) OR EA047F = 1) OR EA047F = 2) OR EA047G = 1) OR EA047G = 2) OR EA047H = 1) OR EA047H = 2) OR EA047I = 1) OR EA047I = 2) OR EA047J = 1) OR EA047J = 2) OR EA047K = 1) OR EA047K = 2) OR EA047L = 1) OR EA047L = 2) OR EA047M = 1) OR EA047M = 2) OR EA047N = 1) OR EA047N = 2) OR EA047O = 1) OR EA047O = 2) OR EA047P = 1) OR EA047P = 2) OR EA047Q = 1) OR EA047Q = 2) OR EA047R = 1) OR EA047R = 2) OR EA047S = 1) OR EA047S = 2) OR EA047T = 1) OR EA047T = 2) OR EA047U = 1) OR EA047U = 2) OR EA047V = 1) OR EA047V = 2) OR EA047W = 1) OR EA047W = 2) OR EA047X = 1) OR EA047X = 2) OR EA047Y = 1) OR EA047Y = 2) OR EA047Z = 1) OR EA047Z = 2) OR EA048 = 2) AND EA066 = 2) OR EA066 = 3) then EA067SK = 2 (Asked)."

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Did you report this situation to any of the following
installation/Service/DoD individuals or organizations? Please mark
one answer for each.

EA067A Your immediate supervisor

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA141_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
61	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
460	0.5	1	1	No, I did not report it to this person/office
76	0.1	2	2	Yes, but it is too soon to tell if it will make things better or worse
103	0.1	3	3	Yes, and it made things worse
568	0.6	4	4	Yes, but it made no difference
280	0.3	5	5	Yes, and it made things better
91024	100.0	TOTALS		

EA067AU = EA067A, EA067BU = EA067B, EA067CU = EA067C, EA067DU = EA067D,
EA067EU = EA067E, EA067FU = EA067F, EA068AU = EA068A, EA068BU = EA068B,
EA068CU = EA068C, EA068DU = EA068D, EA068EU = EA068E, EA068FU = EA068F,
EA068GU = EA068G, EA068HU = EA068H, EA068IU = EA068I, EA068JU = EA068J,
EA069AU = EA069A, EA069BU = EA069B, EA069CU = EA069C, EA069DU = EA069D,
EA069EU = EA069E, EA069FU = EA069F, EA069GU = EA069G, EA070U = EA070, EA071U =
EA071, but are unedited for forward coding of non-applicable or missing
response values. Here is how they are edited: If EA067SK = 1 then do;
EA067A = .N; EA067B = .N; EA067C = .N; EA067D = .N; EA067E = .N; EA067F =
.N; EA068A = .N; EA068B = .N; EA068C = .N; EA068D = .N; EA068E = .N;
EA068F = .N; EA068G = .N; EA068H = .N; EA068I = .N; EA068J = .N; EA069A =
.N; EA069B = .N; EA069C = .N; EA069D = .N; EA069E = .N; EA069F = .N;
EA069G = .N; EA070 = .N; EA071 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
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Did you report this situation to any of the following
installation/Service/DoD individuals or organizations? Please mark
one answer for each.

EA067B Someone else in your chain-of-command

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA141_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
77	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
524	0.6	1	1	No, I did not report it to this person/office
76	0.1	2	2	Yes, but it is too soon to tell if it will make things better or worse
126	0.1	3	3	Yes, and it made things worse
497	0.6	4	4	Yes, but it made no difference
248	0.3	5	5	Yes, and it made things better
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA067AU = EA067A, EA067BU = EA067B, EA067CU = EA067C, EA067DU = EA067D,
EA067EU = EA067E, EA067FU = EA067F, EA068AU = EA068A, EA068BU = EA068B,
EA068CU = EA068C, EA068DU = EA068D, EA068EU = EA068E, EA068FU = EA068F,
EA068GU = EA068G, EA068HU = EA068H, EA068IU = EA068I, EA068JU = EA068J,
EA069AU = EA069A, EA069BU = EA069B, EA069CU = EA069C, EA069DU = EA069D,
EA069EU = EA069E, EA069FU = EA069F, EA069GU = EA069G, EA070U = EA070, EA071U =
EA071, but are unedited for forward coding of non-applicable or missing
response values. Here is how they are edited: If EA067SK = 1 then do;
EA067A = .N; EA067B = .N; EA067C = .N; EA067D = .N; EA067E = .N; EA067F =
.N; EA068A = .N; EA068B = .N; EA068C = .N; EA068D = .N; EA068E = .N;
EA068F = .N; EA068G = .N; EA068H = .N; EA068I = .N; EA068J = .N; EA069A =
.N; EA069B = .N; EA069C = .N; EA069D = .N; EA069E = .N; EA069F = .N;
EA069G = .N; EA070 = .N; EA071 = .N; end; .N = (Not Applicable)

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Did you report this situation to any of the following
installation/Service/DoD individuals or organizations? Please mark
one answer for each.

EA067C Someone in the chain-of-command of the person(s) who did it

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA141_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
87	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
710	0.8	1	1	No, I did not report it to this person/office
71	0.1	2	2	Yes, but it is too soon to tell if it will make things better or worse
111	0.1	3	3	Yes, and it made things worse
362	0.4	4	4	Yes, but it made no difference
207	0.2	5	5	Yes, and it made things better
91024	100.0	TOTALS		

EA067AU = EA067A, EA067BU = EA067B, EA067CU = EA067C, EA067DU = EA067D,
EA067EU = EA067E, EA067FU = EA067F, EA068AU = EA068A, EA068BU = EA068B,
EA068CU = EA068C, EA068DU = EA068D, EA068EU = EA068E, EA068FU = EA068F,
EA068GU = EA068G, EA068HU = EA068H, EA068IU = EA068I, EA068JU = EA068J,
EA069AU = EA069A, EA069BU = EA069B, EA069CU = EA069C, EA069DU = EA069D,
EA069EU = EA069E, EA069FU = EA069F, EA069GU = EA069G, EA070U = EA070, EA071U =
EA071, but are unedited for forward coding of non-applicable or missing
response values. Here is how they are edited: If EA067SK = 1 then do;
EA067A = .N; EA067B = .N; EA067C = .N; EA067D = .N; EA067E = .N; EA067F =
.N; EA068A = .N; EA068B = .N; EA068C = .N; EA068D = .N; EA068E = .N;
EA068F = .N; EA068G = .N; EA068H = .N; EA068I = .N; EA068J = .N; EA069A =
.N; EA069B = .N; EA069C = .N; EA069D = .N; EA069E = .N; EA069F = .N;
EA069G = .N; EA070 = .N; EA071 = .N; end; .N = (Not Applicable)

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Did you report this situation to any of the following installation/Service/DoD individuals or organizations? Please mark one answer for each.

EA067D Special military office responsible for handling these kinds of complaints (for example, Military Equal Opportunity or Civil Rights Office)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA141_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
78	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
906	1.0	1	1	No, I did not report it to this person/office
79	0.1	2	2	Yes, but it is too soon to tell if it will make things better or worse
71	0.1	3	3	Yes, and it made things worse
258	0.3	4	4	Yes, but it made no difference
156	0.2	5	5	Yes, and it made things better
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA067AU = EA067A, EA067BU = EA067B, EA067CU = EA067C, EA067DU = EA067D, EA067EU = EA067E, EA067FU = EA067F, EA068AU = EA068A, EA068BU = EA068B, EA068CU = EA068C, EA068DU = EA068D, EA068EU = EA068E, EA068FU = EA068F, EA068GU = EA068G, EA068HU = EA068H, EA068IU = EA068I, EA068JU = EA068J, EA069AU = EA069A, EA069BU = EA069B, EA069CU = EA069C, EA069DU = EA069D, EA069EU = EA069E, EA069FU = EA069F, EA069GU = EA069G, EA070U = EA070, EA071U = EA071, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA067SK = 1 then do;
EA067A = .N; EA067B = .N; EA067C = .N; EA067D = .N; EA067E = .N; EA067F = .N; EA068A = .N; EA068B = .N; EA068C = .N; EA068D = .N; EA068E = .N; EA068F = .N; EA068G = .N; EA068H = .N; EA068I = .N; EA068J = .N; EA069A = .N; EA069B = .N; EA069C = .N; EA069D = .N; EA069E = .N; EA069F = .N; EA069G = .N; EA070 = .N; EA071 = .N; end; .N = (Not Applicable)

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Did you report this situation to any of the following
installation/Service/DoD individuals or organizations? Please mark
one answer for each.

EA067E Other person or office with responsibility for follow-up

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA141_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
72	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
845	0.9	1	1	No, I did not report it to this person/office
90	0.1	2	2	Yes, but it is too soon to tell if it will make things better or worse
56	0.1	3	3	Yes, and it made things worse
297	0.3	4	4	Yes, but it made no difference
188	0.2	5	5	Yes, and it made things better
91024	100.0	TOTALS		

EA067AU = EA067A, EA067BU = EA067B, EA067CU = EA067C, EA067DU = EA067D,
EA067EU = EA067E, EA067FU = EA067F, EA068AU = EA068A, EA068BU = EA068B,
EA068CU = EA068C, EA068DU = EA068D, EA068EU = EA068E, EA068FU = EA068F,
EA068GU = EA068G, EA068HU = EA068H, EA068IU = EA068I, EA068JU = EA068J,
EA069AU = EA069A, EA069BU = EA069B, EA069CU = EA069C, EA069DU = EA069D,
EA069EU = EA069E, EA069FU = EA069F, EA069GU = EA069G, EA070U = EA070, EA071U =
EA071, but are unedited for forward coding of non-applicable or missing
response values. Here is how they are edited: If EA067SK = 1 then do;
EA067A = .N; EA067B = .N; EA067C = .N; EA067D = .N; EA067E = .N; EA067F =
.N; EA068A = .N; EA068B = .N; EA068C = .N; EA068D = .N; EA068E = .N;
EA068F = .N; EA068G = .N; EA068H = .N; EA068I = .N; EA068J = .N; EA069A =
.N; EA069B = .N; EA069C = .N; EA069D = .N; EA069E = .N; EA069F = .N;
EA069G = .N; EA070 = .N; EA071 = .N; end; .N = (Not Applicable)

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Did you report this situation to any of the following
installation/Service/DoD individuals or organizations? Please mark
one answer for each.

EA067F Chaplain, counselor, ombudsman, or health care provider

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA141_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
81	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
1064	1.2	1	1	No, I did not report it to this person/office
41	0.1	2	2	Yes, but it is too soon to tell if it will make things better or worse
41	0.1	3	3	Yes, and it made things worse
191	0.2	4	4	Yes, but it made no difference
130	0.1	5	5	Yes, and it made things better
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA067AU = EA067A, EA067BU = EA067B, EA067CU = EA067C, EA067DU = EA067D,
EA067EU = EA067E, EA067FU = EA067F, EA068AU = EA068A, EA068BU = EA068B,
EA068CU = EA068C, EA068DU = EA068D, EA068EU = EA068E, EA068FU = EA068F,
EA068GU = EA068G, EA068HU = EA068H, EA068IU = EA068I, EA068JU = EA068J,
EA069AU = EA069A, EA069BU = EA069B, EA069CU = EA069C, EA069DU = EA069D,
EA069EU = EA069E, EA069FU = EA069F, EA069GU = EA069G, EA070U = EA070, EA071U =
EA071, but are unedited for forward coding of non-applicable or missing
response values. Here is how they are edited: If EA067SK = 1 then do;
EA067A = .N; EA067B = .N; EA067C = .N; EA067D = .N; EA067E = .N; EA067F =
.N; EA068A = .N; EA068B = .N; EA068C = .N; EA068D = .N; EA068E = .N;
EA068F = .N; EA068G = .N; EA068H = .N; EA068I = .N; EA068J = .N; EA069A =
.N; EA069B = .N; EA069C = .N; EA069D = .N; EA069E = .N; EA069F = .N;
EA069G = .N; EA070 = .N; EA071 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What actions were taken in response to your report? Mark "Yes," "No," or "Don't know" for each.

EA068A Person(s) who bothered you was/were talked to about the behavior

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA143_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
86	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
405	0.4	1	1	No
540	0.6	2	2	Yes
517	0.6	99	99	Don't know
91024	100.0	TOTALS		

EA067AU = EA067A, EA067BU = EA067B, EA067CU = EA067C, EA067DU = EA067D, EA067EU = EA067E, EA067FU = EA067F, EA068AU = EA068A, EA068BU = EA068B, EA068CU = EA068C, EA068DU = EA068D, EA068EU = EA068E, EA068FU = EA068F, EA068GU = EA068G, EA068HU = EA068H, EA068IU = EA068I, EA068JU = EA068J, EA069AU = EA069A, EA069BU = EA069B, EA069CU = EA069C, EA069DU = EA069D, EA069EU = EA069E, EA069FU = EA069F, EA069GU = EA069G, EA070U = EA070, EA071U = EA071, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA067SK = 1 then do; EA067A = .N; EA067B = .N; EA067C = .N; EA067D = .N; EA067E = .N; EA067F = .N; EA068A = .N; EA068B = .N; EA068C = .N; EA068D = .N; EA068E = .N; EA068F = .N; EA068G = .N; EA068H = .N; EA068I = .N; EA068J = .N; EA069A = .N; EA069B = .N; EA069C = .N; EA069D = .N; EA069E = .N; EA069F = .N; EA069G = .N; EA070 = .N; EA071 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What actions were taken in response to your report? Mark "Yes," "No," or "Don't know" for each.

EA068B Your complaint was/is being investigated

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA143_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
87	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
578	0.6	1	1	No
431	0.5	2	2	Yes
452	0.5	99	99	Don't know
91024	100.0	TOTALS		

EA067AU = EA067A, EA067BU = EA067B, EA067CU = EA067C, EA067DU = EA067D, EA067EU = EA067E, EA067FU = EA067F, EA068AU = EA068A, EA068BU = EA068B, EA068CU = EA068C, EA068DU = EA068D, EA068EU = EA068E, EA068FU = EA068F, EA068GU = EA068G, EA068HU = EA068H, EA068IU = EA068I, EA068JU = EA068J, EA069AU = EA069A, EA069BU = EA069B, EA069CU = EA069C, EA069DU = EA069D, EA069EU = EA069E, EA069FU = EA069F, EA069GU = EA069G, EA070U = EA070, EA071U = EA071, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA067SK = 1 then do; EA067A = .N; EA067B = .N; EA067C = .N; EA067D = .N; EA067E = .N; EA067F = .N; EA068A = .N; EA068B = .N; EA068C = .N; EA068D = .N; EA068E = .N; EA068F = .N; EA068G = .N; EA068H = .N; EA068I = .N; EA068J = .N; EA069A = .N; EA069B = .N; EA069C = .N; EA069D = .N; EA069E = .N; EA069F = .N; EA069G = .N; EA070 = .N; EA071 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What actions were taken in response to your report? Mark "Yes," "No," or "Don't know" for each.

EA068C The situation was resolved informally

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA143_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
100	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
541	0.6	1	1	No
467	0.5	2	2	Yes
440	0.5	99	99	Don't know
91024	100.0	TOTALS		

EA067AU = EA067A, EA067BU = EA067B, EA067CU = EA067C, EA067DU = EA067D, EA067EU = EA067E, EA067FU = EA067F, EA068AU = EA068A, EA068BU = EA068B, EA068CU = EA068C, EA068DU = EA068D, EA068EU = EA068E, EA068FU = EA068F, EA068GU = EA068G, EA068HU = EA068H, EA068IU = EA068I, EA068JU = EA068J, EA069AU = EA069A, EA069BU = EA069B, EA069CU = EA069C, EA069DU = EA069D, EA069EU = EA069E, EA069FU = EA069F, EA069GU = EA069G, EA070U = EA070, EA071U = EA071, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA067SK = 1 then do; EA067A = .N; EA067B = .N; EA067C = .N; EA067D = .N; EA067E = .N; EA067F = .N; EA068A = .N; EA068B = .N; EA068C = .N; EA068D = .N; EA068E = .N; EA068F = .N; EA068G = .N; EA068H = .N; EA068I = .N; EA068J = .N; EA069A = .N; EA069B = .N; EA069C = .N; EA069D = .N; EA069E = .N; EA069F = .N; EA069G = .N; EA070 = .N; EA071 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What actions were taken in response to your report? Mark "Yes," "No," or "Don't know" for each.

EA068D The rules on harassment and discrimination were explained to everyone in the unit/office/place where the problem had occurred

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA143_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
95	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
531	0.6	1	1	No
416	0.5	2	2	Yes
506	0.6	99	99	Don't know
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA067AU = EA067A, EA067BU = EA067B, EA067CU = EA067C, EA067DU = EA067D, EA067EU = EA067E, EA067FU = EA067F, EA068AU = EA068A, EA068BU = EA068B, EA068CU = EA068C, EA068DU = EA068D, EA068EU = EA068E, EA068FU = EA068F, EA068GU = EA068G, EA068HU = EA068H, EA068IU = EA068I, EA068JU = EA068J, EA069AU = EA069A, EA069BU = EA069B, EA069CU = EA069C, EA069DU = EA069D, EA069EU = EA069E, EA069FU = EA069F, EA069GU = EA069G, EA070U = EA070, EA071U = EA071, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA067SK = 1 then do; EA067A = .N; EA067B = .N; EA067C = .N; EA067D = .N; EA067E = .N; EA067F = .N; EA068A = .N; EA068B = .N; EA068C = .N; EA068D = .N; EA068E = .N; EA068F = .N; EA068G = .N; EA068H = .N; EA068I = .N; EA068J = .N; EA069A = .N; EA069B = .N; EA069C = .N; EA069D = .N; EA069E = .N; EA069F = .N; EA069G = .N; EA070 = .N; EA071 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What actions were taken in response to your report? Mark "Yes," "No," or "Don't know" for each.

EA068E You were encouraged to drop the complaint

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA143_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
106	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
927	1.0	1	1	No
332	0.4	2	2	Yes
183	0.2	99	99	Don't know
91024	100.0	TOTALS		

EA067AU = EA067A, EA067BU = EA067B, EA067CU = EA067C, EA067DU = EA067D, EA067EU = EA067E, EA067FU = EA067F, EA068AU = EA068A, EA068BU = EA068B, EA068CU = EA068C, EA068DU = EA068D, EA068EU = EA068E, EA068FU = EA068F, EA068GU = EA068G, EA068HU = EA068H, EA068IU = EA068I, EA068JU = EA068J, EA069AU = EA069A, EA069BU = EA069B, EA069CU = EA069C, EA069DU = EA069D, EA069EU = EA069E, EA069FU = EA069F, EA069GU = EA069G, EA070U = EA070, EA071U = EA071, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA067SK = 1 then do; EA067A = .N; EA067B = .N; EA067C = .N; EA067D = .N; EA067E = .N; EA067F = .N; EA068A = .N; EA068B = .N; EA068C = .N; EA068D = .N; EA068E = .N; EA068F = .N; EA068G = .N; EA068H = .N; EA068I = .N; EA068J = .N; EA069A = .N; EA069B = .N; EA069C = .N; EA069D = .N; EA069E = .N; EA069F = .N; EA069G = .N; EA070 = .N; EA071 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What actions were taken in response to your report? Mark "Yes," "No," or "Don't know" for each.

EA068F Your complaint was discounted or not taken seriously

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA143_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
94	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
641	0.7	1	1	No
456	0.5	2	2	Yes
357	0.4	99	99	Don't know
91024	100.0	TOTALS		

EA067AU = EA067A, EA067BU = EA067B, EA067CU = EA067C, EA067DU = EA067D, EA067EU = EA067E, EA067FU = EA067F, EA068AU = EA068A, EA068BU = EA068B, EA068CU = EA068C, EA068DU = EA068D, EA068EU = EA068E, EA068FU = EA068F, EA068GU = EA068G, EA068HU = EA068H, EA068IU = EA068I, EA068JU = EA068J, EA069AU = EA069A, EA069BU = EA069B, EA069CU = EA069C, EA069DU = EA069D, EA069EU = EA069E, EA069FU = EA069F, EA069GU = EA069G, EA070U = EA070, EA071U = EA071, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA067SK = 1 then do; EA067A = .N; EA067B = .N; EA067C = .N; EA067D = .N; EA067E = .N; EA067F = .N; EA068A = .N; EA068B = .N; EA068C = .N; EA068D = .N; EA068E = .N; EA068F = .N; EA068G = .N; EA068H = .N; EA068I = .N; EA068J = .N; EA069A = .N; EA069B = .N; EA069C = .N; EA069D = .N; EA069E = .N; EA069F = .N; EA069G = .N; EA070 = .N; EA071 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What actions were taken in response to your report? Mark "Yes," "No," or "Don't know" for each.

EA068G Members of your chain-of-command were hostile toward you

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA143_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
89	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
1036	1.1	1	1	No
236	0.3	2	2	Yes
187	0.2	99	99	Don't know
91024	100.0	TOTALS		

EA067AU = EA067A, EA067BU = EA067B, EA067CU = EA067C, EA067DU = EA067D, EA067EU = EA067E, EA067FU = EA067F, EA068AU = EA068A, EA068BU = EA068B, EA068CU = EA068C, EA068DU = EA068D, EA068EU = EA068E, EA068FU = EA068F, EA068GU = EA068G, EA068HU = EA068H, EA068IU = EA068I, EA068JU = EA068J, EA069AU = EA069A, EA069BU = EA069B, EA069CU = EA069C, EA069DU = EA069D, EA069EU = EA069E, EA069FU = EA069F, EA069GU = EA069G, EA070U = EA070, EA071U = EA071, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA067SK = 1 then do; EA067A = .N; EA067B = .N; EA067C = .N; EA067D = .N; EA067E = .N; EA067F = .N; EA068A = .N; EA068B = .N; EA068C = .N; EA068D = .N; EA068E = .N; EA068F = .N; EA068G = .N; EA068H = .N; EA068I = .N; EA068J = .N; EA069A = .N; EA069B = .N; EA069C = .N; EA069D = .N; EA069E = .N; EA069F = .N; EA069G = .N; EA070 = .N; EA071 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What actions were taken in response to your report? Mark "Yes," "No," or "Don't know" for each.

EA068H Your coworkers were hostile toward you

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA143_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
89	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
1127	1.2	1	1	No
169	0.2	2	2	Yes
163	0.2	99	99	Don't know
91024	100.0	TOTALS		

EA067AU = EA067A, EA067BU = EA067B, EA067CU = EA067C, EA067DU = EA067D, EA067EU = EA067E, EA067FU = EA067F, EA068AU = EA068A, EA068BU = EA068B, EA068CU = EA068C, EA068DU = EA068D, EA068EU = EA068E, EA068FU = EA068F, EA068GU = EA068G, EA068HU = EA068H, EA068IU = EA068I, EA068JU = EA068J, EA069AU = EA069A, EA069BU = EA069B, EA069CU = EA069C, EA069DU = EA069D, EA069EU = EA069E, EA069FU = EA069F, EA069GU = EA069G, EA070U = EA070, EA071U = EA071, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA067SK = 1 then do; EA067A = .N; EA067B = .N; EA067C = .N; EA067D = .N; EA067E = .N; EA067F = .N; EA068A = .N; EA068B = .N; EA068C = .N; EA068D = .N; EA068E = .N; EA068F = .N; EA068G = .N; EA068H = .N; EA068I = .N; EA068J = .N; EA069A = .N; EA069B = .N; EA069C = .N; EA069D = .N; EA069E = .N; EA069F = .N; EA069G = .N; EA070 = .N; EA071 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What actions were taken in response to your report? Mark "Yes," "No," or "Don't know" for each.

EA068I No action was taken

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA143_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
91	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
539	0.6	1	1	No
394	0.4	2	2	Yes
524	0.6	99	99	Don't know
91024	100.0	TOTALS		

EA067AU = EA067A, EA067BU = EA067B, EA067CU = EA067C, EA067DU = EA067D, EA067EU = EA067E, EA067FU = EA067F, EA068AU = EA068A, EA068BU = EA068B, EA068CU = EA068C, EA068DU = EA068D, EA068EU = EA068E, EA068FU = EA068F, EA068GU = EA068G, EA068HU = EA068H, EA068IU = EA068I, EA068JU = EA068J, EA069AU = EA069A, EA069BU = EA069B, EA069CU = EA069C, EA069DU = EA069D, EA069EU = EA069E, EA069FU = EA069F, EA069GU = EA069G, EA070U = EA070, EA071U = EA071, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA067SK = 1 then do; EA067A = .N; EA067B = .N; EA067C = .N; EA067D = .N; EA067E = .N; EA067F = .N; EA068A = .N; EA068B = .N; EA068C = .N; EA068D = .N; EA068E = .N; EA068F = .N; EA068G = .N; EA068H = .N; EA068I = .N; EA068J = .N; EA069A = .N; EA069B = .N; EA069C = .N; EA069D = .N; EA069E = .N; EA069F = .N; EA069G = .N; EA070 = .N; EA071 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What actions were taken in response to your report? Mark "Yes," "No," or "Don't know" for each.

EA068J You do not know what action was taken

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA143_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
93	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
609	0.7	1	1	No
478	0.5	2	2	Yes
368	0.4	99	99	Don't know
91024	100.0	TOTALS		

EA067AU = EA067A, EA067BU = EA067B, EA067CU = EA067C, EA067DU = EA067D, EA067EU = EA067E, EA067FU = EA067F, EA068AU = EA068A, EA068BU = EA068B, EA068CU = EA068C, EA068DU = EA068D, EA068EU = EA068E, EA068FU = EA068F, EA068GU = EA068G, EA068HU = EA068H, EA068IU = EA068I, EA068JU = EA068J, EA069AU = EA069A, EA069BU = EA069B, EA069CU = EA069C, EA069DU = EA069D, EA069EU = EA069E, EA069FU = EA069F, EA069GU = EA069G, EA070U = EA070, EA071U = EA071, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA067SK = 1 then do; EA067A = .N; EA067B = .N; EA067C = .N; EA067D = .N; EA067E = .N; EA067F = .N; EA068A = .N; EA068B = .N; EA068C = .N; EA068D = .N; EA068E = .N; EA068F = .N; EA068G = .N; EA068H = .N; EA068I = .N; EA068J = .N; EA069A = .N; EA069B = .N; EA069C = .N; EA069D = .N; EA069E = .N; EA069F = .N; EA069G = .N; EA070 = .N; EA071 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

EA071 Was your complaint found to be true?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA070_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
106	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
63	0.1	1	1	No
591	0.7	2	2	Yes
420	0.5	3	3	They were unable to determine whether your complaint was true or not.
368	0.4	4	4	Does not apply, the action is still being processed
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA067AU = EA067A, EA067BU = EA067B, EA067CU = EA067C, EA067DU = EA067D, EA067EU = EA067E, EA067FU = EA067F, EA068AU = EA068A, EA068BU = EA068B, EA068CU = EA068C, EA068DU = EA068D, EA068EU = EA068E, EA068FU = EA068F, EA068GU = EA068G, EA068HU = EA068H, EA068IU = EA068I, EA068JU = EA068J, EA069AU = EA069A, EA069BU = EA069B, EA069CU = EA069C, EA069DU = EA069D, EA069EU = EA069E, EA069FU = EA069F, EA069GU = EA069G, EA070U = EA070, EA071U = EA071, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA067SK = 1 then do; EA067A = .N; EA067B = .N; EA067C = .N; EA067D = .N; EA067E = .N; EA067F = .N; EA068A = .N; EA068B = .N; EA068C = .N; EA068D = .N; EA068E = .N; EA068F = .N; EA068G = .N; EA068H = .N; EA068I = .N; EA068J = .N; EA069A = .N; EA069B = .N; EA069C = .N; EA069D = .N; EA069E = .N; EA069F = .N; EA069G = .N; EA070 = .N; EA071 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

EA072SK What was the outcome of your complaint? Mark "Yes," or
 "No," or "Don't know" for each.-Skip

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA003_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
34724	38.2	1	1	Not Asked
1074	1.2	2	2	Asked
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

"EA072SK is an indicator of whether EA072A, EA072B, EA072C, EA072D, EA072E, EA073 were or were not to be asked of a respondent and its initial value is 1 (Not asked). If

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(((((EA045A > 1 OR EA045B > 1) OR EA045C > 1) OR EA045D > 1) OR EA045E > 1) OR
EA045F > 1) OR EA045G > 1) OR EA045H > 1) OR EA045I > 1) OR EA045J > 1) OR
EA045K > 1) OR EA045L > 1) OR EA045M > 1) OR EA045N > 1) OR EA045O > 1) OR
EA046A > 1) OR EA046B > 1) OR EA046C > 1) OR EA046D > 1) OR EA046E > 1) OR
EA046F > 1) OR EA046G > 1) OR EA046H > 1) OR EA046I > 1) OR EA046J > 1) OR
EA046K > 1) OR EA046L > 1) OR EA046M > 1) OR EA046N > 1) OR EA046O > 1) OR
EA047A = 1) OR EA047A = 2) OR EA047B = 1) OR EA047B = 2) OR EA047C = 1) OR
EA047C = 2) OR EA047D = 1) OR EA047D = 2) OR EA047E = 1) OR EA047E = 2) OR
EA047F = 1) OR EA047F = 2) OR EA047G = 1) OR EA047G = 2) OR EA047H = 1) OR
EA047H = 2) OR EA047I = 1) OR EA047I = 2) OR EA047J = 1) OR EA047J = 2) OR
EA047K = 1) OR EA047K = 2) OR EA047L = 1) OR EA047L = 2) OR EA047M = 1) OR
EA047M = 2) OR EA047N = 1) OR EA047N = 2) OR EA047O = 1) OR EA047O = 2) OR
EA047P = 1) OR EA047P = 2) OR EA047Q = 1) OR EA047Q = 2) OR EA047R = 1) OR
EA047R = 2) OR EA047S = 1) OR EA047S = 2) OR EA047T = 1) OR EA047T = 2) OR
EA047U = 1) OR EA047U = 2) OR EA047V = 1) OR EA047V = 2) OR EA047W = 1) OR
EA047W = 2) OR EA047X = 1) OR EA047X = 2) OR EA047Y = 1) OR EA047Y = 2) OR
EA047Z = 1) OR EA047Z = 2) OR EA048 = 2) AND (EA066 = 2 OR EA066 = 3)) AND
((EA071 = 1 OR EA071 = 2) OR EA071 = 3)) then EA072SK = 2 (Asked)."
```

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What was the outcome of your complaint? Mark "Yes," "No," or "Don't know" for each.

EA072A The outcome of your complaint was explained to you

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA143_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
45	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
34693	38.1	-6	.N	Not applicable
485	0.5	1	1	No
431	0.5	2	2	Yes
144	0.2	99	99	Don't know
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA072AU = EA072A, EA072BU = EA072B, EA072CU = EA072C, EA072DU = EA072D, EA072EU = EA072E, EA073U = EA073, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA072SK = 1 then do; EA072A = .N; EA072B = .N; EA072C = .N; EA072D = .N; EA072E = .N; EA073 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What was the outcome of your complaint? Mark "Yes," "No," or "Don't know" for each.

EA072B The situation was corrected

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA143_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
44	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
34693	38.1	-6	.N	Not applicable
429	0.5	1	1	No
407	0.5	2	2	Yes
225	0.3	99	99	Don't know
91024	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA072AU = EA072A, EA072BU = EA072B, EA072CU = EA072C, EA072DU = EA072D, EA072EU = EA072E, EA073U = EA073, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA072SK = 1 then do; EA072A = .N; EA072B = .N; EA072C = .N; EA072D = .N; EA072E = .N; EA073 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What was the outcome of your complaint? Mark "Yes," "No," or "Don't know" for each.

EA072C Some action was taken against the person(s) who bothered you

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA143_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
44	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
34693	38.1	-6	.N	Not applicable
455	0.5	1	1	No
288	0.3	2	2	Yes
318	0.4	99	99	Don't know
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA072AU = EA072A, EA072BU = EA072B, EA072CU = EA072C, EA072DU = EA072D, EA072EU = EA072E, EA073U = EA073, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA072SK = 1 then do; EA072A = .N; EA072B = .N; EA072C = .N; EA072D = .N; EA072E = .N; EA073 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What was the outcome of your complaint? Mark "Yes," "No," or "Don't know" for each.

EA072D Nothing was done about the complaint

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA143_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
46	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
34693	38.1	-6	.N	Not applicable
487	0.5	1	1	No
262	0.3	2	2	Yes
310	0.3	99	99	Don't know
91024	100.0	TOTALS		

EA072AU = EA072A, EA072BU = EA072B, EA072CU = EA072C, EA072DU = EA072D, EA072EU = EA072E, EA073U = EA073, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA072SK = 1 then do; EA072A = .N; EA072B = .N; EA072C = .N; EA072D = .N; EA072E = .N; EA073 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What was the outcome of your complaint? Mark "Yes," "No," or "Don't know" for each.

EA072E Action was taken against you

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA071_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
50	0.1	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
34693	38.1	-6	.N	Not applicable
815	0.9	1	1	No
145	0.2	2	2	Yes
94	0.1	99	99	Don't know
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA072AU = EA072A, EA072BU = EA072B, EA072CU = EA072C, EA072DU = EA072D,
EA072EU = EA072E, EA073U = EA073, but are unedited for forward coding of non-
applicable or missing response values. Here is how they are edited: If
EA072SK = 1 then do; EA072A = .N; EA072B = .N; EA072C = .N; EA072D = .N;
EA072E = .N; EA073 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

EA073 How satisfied were you with the outcome of your complaint?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA089_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
36	0.0	-9	.	No response
55226	60.7	-1	.B	No survey return
34693	38.1	-6	.N	Not applicable
193	0.2	1	1	Very dissatisfied
177	0.2	2	2	Dissatisfied
352	0.4	3	3	Neither satisfied nor dissatisfied
215	0.2	4	4	Satisfied
132	0.2	5	5	Very satisfied
91024	100.0	TOTALS		

EA072AU = EA072A, EA072BU = EA072B, EA072CU = EA072C, EA072DU = EA072D,
EA072EU = EA072E, EA073U = EA073, but are unedited for forward coding of non-
applicable or missing response values. Here is how they are edited: If
EA072SK = 1 then do; EA072A = .N; EA072B = .N; EA072C = .N; EA072D = .N;
EA072E = .N; EA073 = .N; end; .N = (Not Applicable)

EA074SK	Did you report all of the behaviors you experienced to one of the installation/Service/DoD individuals or organizations?-Skip
---------	---

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA003_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
34280	37.7	1	1	Not Asked
1518	1.7	2	2	Asked
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

```
"EA074SK is an indicator of whether EA074 were or were not to be asked of a
respondent and its initial value is 1 (Not asked). If
((((((((((((((((((((((((((((((((((((((((((((((((((((((((((((((((((((((((
((((((EA045A > 1 OR EA045B > 1) OR EA045C > 1) OR EA045D > 1) OR EA045E > 1) OR
EA045F > 1) OR EA045G > 1) OR EA045H > 1) OR EA045I > 1) OR EA045J > 1) OR
EA045K > 1) OR EA045L > 1) OR EA045M > 1) OR EA045N > 1) OR EA045O > 1) OR
EA046A > 1) OR EA046B > 1) OR EA046C > 1) OR EA046D > 1) OR EA046E > 1) OR
EA046F > 1) OR EA046G > 1) OR EA046H > 1) OR EA046I > 1) OR EA046J > 1) OR
EA046K > 1) OR EA046L > 1) OR EA046M > 1) OR EA046N > 1) OR EA046O > 1) OR
EA047A = 1) OR EA047A = 2) OR EA047B = 1) OR EA047B = 2) OR EA047C = 1) OR
EA047C = 2) OR EA047D = 1) OR EA047D = 2) OR EA047E = 1) OR EA047E = 2) OR
EA047F = 1) OR EA047F = 2) OR EA047G = 1) OR EA047G = 2) OR EA047H = 1) OR
EA047H = 2) OR EA047I = 1) OR EA047I = 2) OR EA047J = 1) OR EA047J = 2) OR
EA047K = 1) OR EA047K = 2) OR EA047L = 1) OR EA047L = 2) OR EA047M = 1) OR
EA047M = 2) OR EA047N = 1) OR EA047N = 2) OR EA047O = 1) OR EA047O = 2) OR
EA047P = 1) OR EA047P = 2) OR EA047Q = 1) OR EA047Q = 2) OR EA047R = 1) OR
EA047R = 2) OR EA047S = 1) OR EA047S = 2) OR EA047T = 1) OR EA047T = 2) OR
EA047U = 1) OR EA047U = 2) OR EA047V = 1) OR EA047V = 2) OR EA047W = 1) OR
EA047W = 2) OR EA047X = 1) OR EA047X = 2) OR EA047Y = 1) OR EA047Y = 2) OR
EA047Z = 1) OR EA047Z = 2) OR EA048 = 2) AND (EA066 = 2 OR EA066 = 3)) then
EA074SK = 2 (Asked)."
```

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

EA074 Did you report all of the behaviors you experienced to one
of the installation/Service/DoD individuals or
organizations?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
100	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
620	0.7	1	1	No
828	0.9	2	2	Yes
91024	100.0	TOTALS		

EA074U = EA074, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA074SK = 1 then do;
EA074 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

EA075SK What were your reasons for not reporting behaviors to any
of the installation/Service/DoD individuals or
organizations? Mark "Yes" or "No" for each.-Skip

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA003_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
21662	23.8	1	1	Not Asked
14136	15.5	2	2	Asked
91024	100.0	TOTALS		

"EA075SK is an indicator of whether EA075A, EA075B, EA075C, EA075D, EA075E, EA075F, EA075G, EA075H, EA075I, EA075J, EA075K, EA075L, EA075M, EA075N were or were not to be asked of a respondent and its initial value is 1 (Not asked).

If

```
(((((
((((((((((((((((((((((((((((((((((((((((((((((((((((((((((((((((
((((((EA045A > 1 OR EA045B > 1) OR EA045C > 1) OR EA045D > 1) OR EA045E > 1)
OR EA045F > 1) OR EA045G > 1) OR EA045H > 1) OR EA045I > 1) OR EA045J > 1) OR
EA045K > 1) OR EA045L > 1) OR EA045M > 1) OR EA045N > 1) OR EA045O > 1) OR
EA046A > 1) OR EA046B > 1) OR EA046C > 1) OR EA046D > 1) OR EA046E > 1) OR
EA046F > 1) OR EA046G > 1) OR EA046H > 1) OR EA046I > 1) OR EA046J > 1) OR
EA046K > 1) OR EA046L > 1) OR EA046M > 1) OR EA046N > 1) OR EA046O > 1) OR
EA047A = 1) OR EA047A = 2) OR EA047B = 1) OR EA047B = 2) OR EA047C = 1) OR
EA047C = 2) OR EA047D = 1) OR EA047D = 2) OR EA047E = 1) OR EA047E = 2) OR
EA047F = 1) OR EA047F = 2) OR EA047G = 1) OR EA047G = 2) OR EA047H = 1) OR
EA047H = 2) OR EA047I = 1) OR EA047I = 2) OR EA047J = 1) OR EA047J = 2) OR
EA047K = 1) OR EA047K = 2) OR EA047L = 1) OR EA047L = 2) OR EA047M = 1) OR
EA047M = 2) OR EA047N = 1) OR EA047N = 2) OR EA047O = 1) OR EA047O = 2) OR
EA047P = 1) OR EA047P = 2) OR EA047Q = 1) OR EA047Q = 2) OR EA047R = 1) OR
EA047R = 2) OR EA047S = 1) OR EA047S = 2) OR EA047T = 1) OR EA047T = 2) OR
EA047U = 1) OR EA047U = 2) OR EA047V = 1) OR EA047V = 2) OR EA047W = 1) OR
EA047W = 2) OR EA047X = 1) OR EA047X = 2) OR EA047Y = 1) OR EA047Y = 2) OR
EA047Z = 1) OR EA047Z = 2) OR EA048 = 2) AND EA066 = 1) OR ((EA066 = 2 OR
EA066 = 3) AND EA074 = 1)) then EA075SK = 2 (Asked)."
```


WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations? Mark "Yes" or "No" for each.

EA075A Was not important enough to report

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
681	0.8	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
21638	23.8	-6	.N	Not applicable
5197	5.7	1	1	No
8281	9.1	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA075AU = EA075A, EA075BU = EA075B, EA075CU = EA075C, EA075DU = EA075D, EA075EU = EA075E, EA075FU = EA075F, EA075GU = EA075G, EA075HU = EA075H, EA075IU = EA075I, EA075JU = EA075J, EA075KU = EA075K, EA075LU = EA075L, EA075MU = EA075M, EA075NU = EA075N, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA075SK = 1 then do; EA075A = .N; EA075B = .N; EA075C = .N; EA075D = .N; EA075E = .N; EA075F = .N; EA075G = .N; EA075H = .N; EA075I = .N; EA075J = .N; EA075K = .N; EA075L = .N; EA075M = .N; EA075N = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations? Mark "Yes" or "No" for each.

EA075B You did not know how to report

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA142_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
752	0.8	-9	.	No response
55226	60.7	-1	.B	No survey return
21638	23.8	-6	.N	Not applicable
11182	12.3	1	1	No
2226	2.5	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA075AU = EA075A, EA075BU = EA075B, EA075CU = EA075C, EA075DU = EA075D, EA075EU = EA075E, EA075FU = EA075F, EA075GU = EA075G, EA075HU = EA075H, EA075IU = EA075I, EA075JU = EA075J, EA075KU = EA075K, EA075LU = EA075L, EA075MU = EA075M, EA075NU = EA075N, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA075SK = 1 then do; EA075A = .N; EA075B = .N; EA075C = .N; EA075D = .N; EA075E = .N; EA075F = .N; EA075G = .N; EA075H = .N; EA075I = .N; EA075J = .N; EA075K = .N; EA075L = .N; EA075M = .N; EA075N = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations? Mark "Yes" or "No" for each.

EA075C You felt uncomfortable making a report

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA142_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
776	0.9	-9	.	No response
55226	60.7	-1	.B	No survey return
21638	23.8	-6	.N	Not applicable
10600	11.7	1	1	No
2784	3.1	2	2	Yes
91024	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA075AU = EA075A, EA075BU = EA075B, EA075CU = EA075C, EA075DU = EA075D,
EA075EU = EA075E, EA075FU = EA075F, EA075GU = EA075G, EA075HU = EA075H,
EA075IU = EA075I, EA075JU = EA075J, EA075KU = EA075K, EA075LU = EA075L,
EA075MU = EA075M, EA075NU = EA075N, but are unedited for forward coding of
non-applicable or missing response values. Here is how they are edited: If
EA075SK = 1 then do; EA075A = .N; EA075B = .N; EA075C = .N; EA075D = .N;
EA075E = .N; EA075F = .N; EA075G = .N; EA075H = .N; EA075I = .N; EA075J =
.N; EA075K = .N; EA075L = .N; EA075M = .N; EA075N = .N; end; .N = (Not
Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations? Mark "Yes" or "No" for each.

EA075D You took care of the problem yourself

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA142_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
758	0.8	-9	.	No response
55226	60.7	-1	.B	No survey return
21638	23.8	-6	.N	Not applicable
7009	7.7	1	1	No
6393	7.0	2	2	Yes
91024	100.0	TOTALS		

EA075AU = EA075A, EA075BU = EA075B, EA075CU = EA075C, EA075DU = EA075D, EA075EU = EA075E, EA075FU = EA075F, EA075GU = EA075G, EA075HU = EA075H, EA075IU = EA075I, EA075JU = EA075J, EA075KU = EA075K, EA075LU = EA075L, EA075MU = EA075M, EA075NU = EA075N, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA075SK = 1 then do; EA075A = .N; EA075B = .N; EA075C = .N; EA075D = .N; EA075E = .N; EA075F = .N; EA075G = .N; EA075H = .N; EA075I = .N; EA075J = .N; EA075K = .N; EA075L = .N; EA075M = .N; EA075N = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations? Mark "Yes" or "No" for each.

EA075E You did not think anything would be done

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA142_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
814	0.9	-9	.	No response
55226	60.7	-1	.B	No survey return
21638	23.8	-6	.N	Not applicable
8480	9.3	1	1	No
4866	5.4	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA075AU = EA075A, EA075BU = EA075B, EA075CU = EA075C, EA075DU = EA075D, EA075EU = EA075E, EA075FU = EA075F, EA075GU = EA075G, EA075HU = EA075H, EA075IU = EA075I, EA075JU = EA075J, EA075KU = EA075K, EA075LU = EA075L, EA075MU = EA075M, EA075NU = EA075N, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA075SK = 1 then do; EA075A = .N; EA075B = .N; EA075C = .N; EA075D = .N; EA075E = .N; EA075F = .N; EA075G = .N; EA075H = .N; EA075I = .N; EA075J = .N; EA075K = .N; EA075L = .N; EA075M = .N; EA075N = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations? Mark "Yes" or "No" for each.

EA075F You thought you would not be believed

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA142_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
752	0.8	-9	.	No response
55226	60.7	-1	.B	No survey return
21638	23.8	-6	.N	Not applicable
11473	12.6	1	1	No
1935	2.1	2	2	Yes
91024	100.0	TOTALS		

EA075AU = EA075A, EA075BU = EA075B, EA075CU = EA075C, EA075DU = EA075D, EA075EU = EA075E, EA075FU = EA075F, EA075GU = EA075G, EA075HU = EA075H, EA075IU = EA075I, EA075JU = EA075J, EA075KU = EA075K, EA075LU = EA075L, EA075MU = EA075M, EA075NU = EA075N, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA075SK = 1 then do; EA075A = .N; EA075B = .N; EA075C = .N; EA075D = .N; EA075E = .N; EA075F = .N; EA075G = .N; EA075H = .N; EA075I = .N; EA075J = .N; EA075K = .N; EA075L = .N; EA075M = .N; EA075N = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations? Mark "Yes" or "No" for each.

EA075G You thought reporting would take too much time and effort

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA142_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
747	0.8	-9	.	No response
55226	60.7	-1	.B	No survey return
21638	23.8	-6	.N	Not applicable
9854	10.8	1	1	No
3559	3.9	2	2	Yes
91024	100.0	TOTALS		

EA075AU = EA075A, EA075BU = EA075B, EA075CU = EA075C, EA075DU = EA075D, EA075EU = EA075E, EA075FU = EA075F, EA075GU = EA075G, EA075HU = EA075H, EA075IU = EA075I, EA075JU = EA075J, EA075KU = EA075K, EA075LU = EA075L, EA075MU = EA075M, EA075NU = EA075N, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA075SK = 1 then do; EA075A = .N; EA075B = .N; EA075C = .N; EA075D = .N; EA075E = .N; EA075F = .N; EA075G = .N; EA075H = .N; EA075I = .N; EA075J = .N; EA075K = .N; EA075L = .N; EA075M = .N; EA075N = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations? Mark "Yes" or "No" for each.

EA075H You thought you would be labeled a troublemaker

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA142_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
766	0.8	-9	.	No response
55226	60.7	-1	.B	No survey return
21638	23.8	-6	.N	Not applicable
10733	11.8	1	1	No
2661	2.9	2	2	Yes
91024	100.0	TOTALS		

EA075AU = EA075A, EA075BU = EA075B, EA075CU = EA075C, EA075DU = EA075D, EA075EU = EA075E, EA075FU = EA075F, EA075GU = EA075G, EA075HU = EA075H, EA075IU = EA075I, EA075JU = EA075J, EA075KU = EA075K, EA075LU = EA075L, EA075MU = EA075M, EA075NU = EA075N, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA075SK = 1 then do; EA075A = .N; EA075B = .N; EA075C = .N; EA075D = .N; EA075E = .N; EA075F = .N; EA075G = .N; EA075H = .N; EA075I = .N; EA075J = .N; EA075K = .N; EA075L = .N; EA075M = .N; EA075N = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations? Mark "Yes" or "No" for each.

EA075I You thought it would make your work situation unpleasant

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA142_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
780	0.9	-9	.	No response
55226	60.7	-1	.B	No survey return
21638	23.8	-6	.N	Not applicable
10574	11.6	1	1	No
2806	3.1	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA075AU = EA075A, EA075BU = EA075B, EA075CU = EA075C, EA075DU = EA075D,
EA075EU = EA075E, EA075FU = EA075F, EA075GU = EA075G, EA075HU = EA075H,
EA075IU = EA075I, EA075JU = EA075J, EA075KU = EA075K, EA075LU = EA075L,
EA075MU = EA075M, EA075NU = EA075N, but are unedited for forward coding of
non-applicable or missing response values. Here is how they are edited: If
EA075SK = 1 then do; EA075A = .N; EA075B = .N; EA075C = .N; EA075D = .N;
EA075E = .N; EA075F = .N; EA075G = .N; EA075H = .N; EA075I = .N; EA075J =
.N; EA075K = .N; EA075L = .N; EA075M = .N; EA075N = .N; end; .N = (Not
Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations? Mark "Yes" or "No" for each.

EA075J You thought your performance evaluation or chance for promotion would suffer

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA142_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
855	0.9	-9	.	No response
55226	60.7	-1	.B	No survey return
21638	23.8	-6	.N	Not applicable
11316	12.4	1	1	No
1989	2.2	2	2	Yes
91024	100.0	TOTALS		

EA075AU = EA075A, EA075BU = EA075B, EA075CU = EA075C, EA075DU = EA075D, EA075EU = EA075E, EA075FU = EA075F, EA075GU = EA075G, EA075HU = EA075H, EA075IU = EA075I, EA075JU = EA075J, EA075KU = EA075K, EA075LU = EA075L, EA075MU = EA075M, EA075NU = EA075N, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA075SK = 1 then do; EA075A = .N; EA075B = .N; EA075C = .N; EA075D = .N; EA075E = .N; EA075F = .N; EA075G = .N; EA075H = .N; EA075I = .N; EA075J = .N; EA075K = .N; EA075L = .N; EA075M = .N; EA075N = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations? Mark "Yes" or "No" for each.

EA075K You were afraid of retaliation/reprisals from the person(s) who did it or from their friends

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA142_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
761	0.8	-9	.	No response
55226	60.7	-1	.B	No survey return
21638	23.8	-6	.N	Not applicable
11648	12.8	1	1	No
1751	1.9	2	2	Yes
91024	100.0	TOTALS		

EA075AU = EA075A, EA075BU = EA075B, EA075CU = EA075C, EA075DU = EA075D, EA075EU = EA075E, EA075FU = EA075F, EA075GU = EA075G, EA075HU = EA075H, EA075IU = EA075I, EA075JU = EA075J, EA075KU = EA075K, EA075LU = EA075L, EA075MU = EA075M, EA075NU = EA075N, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA075SK = 1 then do; EA075A = .N; EA075B = .N; EA075C = .N; EA075D = .N; EA075E = .N; EA075F = .N; EA075G = .N; EA075H = .N; EA075I = .N; EA075J = .N; EA075K = .N; EA075L = .N; EA075M = .N; EA075N = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations? Mark "Yes" or "No" for each.

EA075L You were afraid of retaliation/reprisals from your chain-of-command

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA142_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
784	0.9	-9	.	No response
55226	60.7	-1	.B	No survey return
21638	23.8	-6	.N	Not applicable
11766	12.9	1	1	No
1610	1.8	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA075AU = EA075A, EA075BU = EA075B, EA075CU = EA075C, EA075DU = EA075D, EA075EU = EA075E, EA075FU = EA075F, EA075GU = EA075G, EA075HU = EA075H, EA075IU = EA075I, EA075JU = EA075J, EA075KU = EA075K, EA075LU = EA075L, EA075MU = EA075M, EA075NU = EA075N, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA075SK = 1 then do; EA075A = .N; EA075B = .N; EA075C = .N; EA075D = .N; EA075E = .N; EA075F = .N; EA075G = .N; EA075H = .N; EA075I = .N; EA075J = .N; EA075K = .N; EA075L = .N; EA075M = .N; EA075N = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations? Mark "Yes" or "No" for each.

EA075M You did not know the identity of the person(s) who did it

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA142_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
774	0.9	-9	.	No response
55226	60.7	-1	.B	No survey return
21638	23.8	-6	.N	Not applicable
10072	11.1	1	1	No
3314	3.6	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA075AU = EA075A, EA075BU = EA075B, EA075CU = EA075C, EA075DU = EA075D,
EA075EU = EA075E, EA075FU = EA075F, EA075GU = EA075G, EA075HU = EA075H,
EA075IU = EA075I, EA075JU = EA075J, EA075KU = EA075K, EA075LU = EA075L,
EA075MU = EA075M, EA075NU = EA075N, but are unedited for forward coding of
non-applicable or missing response values. Here is how they are edited: If
EA075SK = 1 then do; EA075A = .N; EA075B = .N; EA075C = .N; EA075D = .N;
EA075E = .N; EA075F = .N; EA075G = .N; EA075H = .N; EA075I = .N; EA075J =
.N; EA075K = .N; EA075L = .N; EA075M = .N; EA075N = .N; end; .N = (Not
Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations? Mark "Yes" or "No" for each.

EA075N Situation only involved civilian(s) off an installation

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA142_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
784	0.9	-9	.	No response
55226	60.7	-1	.B	No survey return
21638	23.8	-6	.N	Not applicable
8617	9.5	1	1	No
4759	5.2	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA075AU = EA075A, EA075BU = EA075B, EA075CU = EA075C, EA075DU = EA075D,
EA075EU = EA075E, EA075FU = EA075F, EA075GU = EA075G, EA075HU = EA075H,
EA075IU = EA075I, EA075JU = EA075J, EA075KU = EA075K, EA075LU = EA075L,
EA075MU = EA075M, EA075NU = EA075N, but are unedited for forward coding of
non-applicable or missing response values. Here is how they are edited: If
EA075SK = 1 then do; EA075A = .N; EA075B = .N; EA075C = .N; EA075D = .N;
EA075E = .N; EA075F = .N; EA075G = .N; EA075H = .N; EA075I = .N; EA075J =
.N; EA075K = .N; EA075L = .N; EA075M = .N; EA075N = .N; end; .N = (Not
Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

EA076SK Did any of the following things happen in response to how you handled the situation? Mark "Yes," "No," or "Don't know" for each.-Skip

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA003_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
11628	12.8	1	1	Not Asked
24170	26.6	2	2	Asked
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

"EA076SK is an indicator of whether EA076A, EA076B, EA076C, EA076D, EA076E, EA076F, EA076G, EA077 were or were not to be asked of a respondent and its initial value is 1 (Not asked). If

(((((EA045A > 1 OR EA045B > 1) OR EA045C > 1) OR EA045D > 1) OR EA045E > 1) OR EA045F > 1) OR EA045G > 1) OR EA045H > 1) OR EA045I > 1) OR EA045J > 1) OR EA045K > 1) OR EA045L > 1) OR EA045M > 1) OR EA045N > 1) OR EA045O > 1) OR EA046A > 1) OR EA046B > 1) OR EA046C > 1) OR EA046D > 1) OR EA046E > 1) OR EA046F > 1) OR EA046G > 1) OR EA046H > 1) OR EA046I > 1) OR EA046J > 1) OR EA046K > 1) OR EA046L > 1) OR EA046M > 1) OR EA046N > 1) OR EA046O > 1) OR EA047A = 1) OR EA047A = 2) OR EA047B = 1) OR EA047B = 2) OR EA047C = 1) OR EA047C = 2) OR EA047D = 1) OR EA047D = 2) OR EA047E = 1) OR EA047E = 2) OR EA047F = 1) OR EA047F = 2) OR EA047G = 1) OR EA047G = 2) OR EA047H = 1) OR EA047H = 2) OR EA047I = 1) OR EA047I = 2) OR EA047J = 1) OR EA047J = 2) OR EA047K = 1) OR EA047K = 2) OR EA047L = 1) OR EA047L = 2) OR EA047M = 1) OR EA047M = 2) OR EA047N = 1) OR EA047N = 2) OR EA047O = 1) OR EA047O = 2) OR EA047P = 1) OR EA047P = 2) OR EA047Q = 1) OR EA047Q = 2) OR EA047R = 1) OR EA047R = 2) OR EA047S = 1) OR EA047S = 2) OR EA047T = 1) OR EA047T = 2) OR EA047U = 1) OR EA047U = 2) OR EA047V = 1) OR EA047V = 2) OR EA047W = 1) OR EA047W = 2) OR EA047X = 1) OR EA047X = 2) OR EA047Y = 1) OR EA047Y = 2) OR EA047Z = 1) OR EA047Z = 2) OR EA048 = 2) then EA076SK = 2 (Asked)."

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

Did any of the following things happen in response to how you handled
the situation? Mark "Yes," "No," or "Don't know" for each.

EA076A You were ignored or shunned by others at work

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA071_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
9143	10.0	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
12279	13.5	1	1	No
785	0.9	2	2	Yes
1968	2.2	99	99	Don't know
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA076AU = EA076A, EA076BU = EA076B, EA076CU = EA076C, EA076DU = EA076D,
EA076EU = EA076E, EA076FU = EA076F, EA076GU = EA076G, EA077U = EA077, but are
unedited for forward coding of non-applicable or missing response values. Here
is how they are edited: If EA076SK = 1 then do; EA076A = .N; EA076B = .N;
EA076C = .N; EA076D = .N; EA076E = .N; EA076F = .N; EA076G = .N; EA077 =
.N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

Did any of the following things happen in response to how you handled
the situation? Mark "Yes," "No," or "Don't know" for each.

EA076B You were blamed for the situation

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA071_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
9172	10.1	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
12268	13.5	1	1	No
901	1.0	2	2	Yes
1834	2.0	99	99	Don't know
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA076AU = EA076A, EA076BU = EA076B, EA076CU = EA076C, EA076DU = EA076D,
EA076EU = EA076E, EA076FU = EA076F, EA076GU = EA076G, EA077U = EA077, but are
unedited for forward coding of non-applicable or missing response values. Here
is how they are edited: If EA076SK = 1 then do; EA076A = .N; EA076B = .N;
EA076C = .N; EA076D = .N; EA076E = .N; EA076F = .N; EA076G = .N; EA077 =
.N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

Did any of the following things happen in response to how you handled the situation? Mark "Yes," "No," or "Don't know" for each.

EA076C You were given less favorable job duties

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA143_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
9234	10.1	-9	.	No response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
12350	13.6	1	1	No
865	1.0	2	2	Yes
1727	1.9	99	99	Don't know
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA076AU = EA076A, EA076BU = EA076B, EA076CU = EA076C, EA076DU = EA076D, EA076EU = EA076E, EA076FU = EA076F, EA076GU = EA076G, EA077U = EA077, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA076SK = 1 then do; EA076A = .N; EA076B = .N; EA076C = .N; EA076D = .N; EA076E = .N; EA076F = .N; EA076G = .N; EA077 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

Did any of the following things happen in response to how you handled the situation? Mark "Yes," "No," or "Don't know" for each.

EA076D You were denied an opportunity for training

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA143_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
9246	10.2	-9	.	No response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
12611	13.9	1	1	No
543	0.6	2	2	Yes
1776	2.0	99	99	Don't know
91024	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA076AU = EA076A, EA076BU = EA076B, EA076CU = EA076C, EA076DU = EA076D, EA076EU = EA076E, EA076FU = EA076F, EA076GU = EA076G, EA077U = EA077, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA076SK = 1 then do; EA076A = .N; EA076B = .N; EA076C = .N; EA076D = .N; EA076E = .N; EA076F = .N; EA076G = .N; EA077 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

Did any of the following things happen in response to how you handled the situation? Mark "Yes," "No," or "Don't know" for each.

EA076E You were given an unfair job performance appraisal

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA143_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
9374	10.3	-9	.	No response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
12108	13.3	1	1	No
891	1.0	2	2	Yes
1803	2.0	99	99	Don't know
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA076AU = EA076A, EA076BU = EA076B, EA076CU = EA076C, EA076DU = EA076D, EA076EU = EA076E, EA076FU = EA076F, EA076GU = EA076G, EA077U = EA077, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA076SK = 1 then do; EA076A = .N; EA076B = .N; EA076C = .N; EA076D = .N; EA076E = .N; EA076F = .N; EA076G = .N; EA077 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

Did any of the following things happen in response to how you handled the situation? Mark "Yes," "No," or "Don't know" for each.

EA076F You were denied a promotion

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA143_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
9247	10.2	-9	.	No response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
12836	14.1	1	1	No
466	0.5	2	2	Yes
1627	1.8	99	99	Don't know
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA076AU = EA076A, EA076BU = EA076B, EA076CU = EA076C, EA076DU = EA076D, EA076EU = EA076E, EA076FU = EA076F, EA076GU = EA076G, EA077U = EA077, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA076SK = 1 then do; EA076A = .N; EA076B = .N; EA076C = .N; EA076D = .N; EA076E = .N; EA076F = .N; EA076G = .N; EA077 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

Did any of the following things happen in response to how you handled the situation? Mark "Yes," "No," or "Don't know" for each.

EA076G You were transferred to a less desirable job

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA143_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
9240	10.2	-9	.	No response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
12884	14.2	1	1	No
512	0.6	2	2	Yes
1540	1.7	99	99	Don't know
91024	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA076AU = EA076A, EA076BU = EA076B, EA076CU = EA076C, EA076DU = EA076D, EA076EU = EA076E, EA076FU = EA076F, EA076GU = EA076G, EA077U = EA077, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA076SK = 1 then do; EA076A = .N; EA076B = .N; EA076C = .N; EA076D = .N; EA076E = .N; EA076F = .N; EA076G = .N; EA077 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

Have you tried to avoid an assignment in the military because you thought you might be subjected to racial/ethnic harassment or discrimination... Mark "Yes" or "No" for each.

EA084A At a Command or on an installation/ship?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6951	7.6	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
27571	30.3	1	1	No
1275	1.4	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

Have you tried to avoid an assignment in the military because you thought you might be subjected to racial/ethnic harassment or discrimination... Mark "Yes" or "No" for each.

EA084B In the local community around an installation?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA142_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7007	7.7	-9	.	No response
55226	60.7	-1	.B	No survey return
27082	29.8	1	1	No
1709	1.9	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

During the past 12 months, have you been involved in a racial confrontation...

EA085A On your installation/ship?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA062_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7101	7.8	-9	.	No response
2	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
25212	27.7	1	1	No, and I have NOT seen it happen to others
2386	2.6	2	2	No, but I have seen it happen to others
413	0.5	3	3	Yes, but I have NOT seen it happen to others
684	0.8	4	4	Yes, and I have seen it happen to others
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

During the past 12 months, have you been involved in a racial confrontation...

EA085B In the local community around your installation?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA062_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7070	7.8	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
24027	26.4	1	1	No, and I have NOT seen it happen to others
3034	3.3	2	2	No, but I have seen it happen to others
551	0.6	3	3	Yes, but I have NOT seen it happen to others
1115	1.2	4	4	Yes, and I have seen it happen to others
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

EA088SK In the past 12 months, how many times have you had training from military sources on topics related to racial/ethnic harassment and discrimination? To indicate nine or more, enter "9".-Skip

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA003_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
12523	13.8	1	1	Not Asked
23275	25.6	2	2	Asked
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

"EA088SK is an indicator of whether EA088, EA089A, EA089B, EA089C, EA089D, EA089E, EA089F, EA089G, EA089H, EA089I, EA089J, EA090 were or were not to be asked of a respondent and its initial value is 1 (Not asked). If EA087 = 2 then EA088SK = 2 (Asked)."

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

EA088 In the past 12 months, how many times have you had training from military sources on topics related to racial/ethnic harassment and discrimination? To indicate nine or more, enter "9".

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA256_	NUM	5	STDOS8

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
206	0.2	-9	.	No response
3	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
12510	13.7	-6	.N	Not applicable
166	0.2	0	0	0
6422	7.1	1	1	1
7575	8.3	2	2	2
3251	3.6	3	3	3
2713	3.0	4	4	4
1068	1.2	5	5	5
750	0.8	6	6	6
126	0.1	7	7	7
142	0.2	8	8	8
866	1.0	9	9	9
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA088U = EA088, EA089AU = EA089A, EA089BU = EA089B, EA089CU = EA089C, EA089DU = EA089D, EA089EU = EA089E, EA089FU = EA089F, EA089GU = EA089G, EA089HU = EA089H, EA089IU = EA089I, EA089JU = EA089J, EA090U = EA090, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA088SK = 1 then do; EA088 = .N; EA089A = .N; EA089B = .N; EA089C = .N; EA089D = .N; EA089E = .N; EA089F = .N; EA089G = .N; EA089H = .N; EA089I = .N; EA089J = .N; EA090 = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

EA097SK

In your opinion, how often does racial/ethnic harassment and discrimination occur in the military now, as compared with a few years ago?-Skip

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA254_	NUM	5	STDOS8

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
12062	13.3	1	1	Not Asked
23736	26.1	2	2	Asked
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

"EA097SK is an indicator of whether EA097, EA098, EA099A, EA099B, EA099C, EA099D, EA099E, EA099F, EA099G were or were not to be asked of a respondent and its initial value is 1 (Not asked). If EA019 >= 5 then EA097SK = 2 (Asked)."

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

EA097 In your opinion, how often does racial/ethnic harassment and discrimination occur in the military now, as compared with a few years ago?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA052_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3538	3.9	-9	.	No response
55226	60.7	-1	.B	No survey return
12056	13.2	-6	.N	Not applicable
4642	5.1	1	1	Much less often
8875	9.8	2	2	Less often
6176	6.8	3	3	About the same
358	0.4	4	4	More often
81	0.1	5	5	Much more often
72	0.1	99	99	Don't know, you have been in the military less than 5 years
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

EA097U = EA097, EA098U = EA098, EA099AU = EA099A, EA099BU = EA099B, EA099CU = EA099C, EA099DU = EA099D, EA099EU = EA099E, EA099FU = EA099F, EA099GU = EA099G, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If EA097SK = 1 then do; EA097 = .N; EA098 = .N; EA099A = .N; EA099B = .N; EA099C = .N; EA099D = .N; EA099E = .N; EA099F = .N; EA099G = .N; end; .N = (Not Applicable)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

SRHISPA1U Are you Spanish/Hispanic/Latino? -Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA118_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1417	1.6	-9	.	No response
55226	60.7	-1	.B	No survey return
28715	31.6	1	1	No, not Spanish/Hispanic/Latino
5666	6.2	2	2	Yes, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/Hispanic/Latino
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What is your race? Mark one or more races to indicate what you consider yourself to be.

SRRACEAU White -Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA125_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
13797	15.2	1	1	Not Marked
22001	24.2	2	2	Marked
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What is your race? Mark one or more races to indicate what you consider yourself to be.

SRRACEBU Black or African American -Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA125_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
29708	32.6	1	1	Not Marked
6090	6.7	2	2	Marked
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What is your race? Mark one or more races to indicate what you consider yourself to be.

SRRACECU American Indian or Alaska Native -Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA125_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
33919	37.3	1	1	Not Marked
1879	2.1	2	2	Marked
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What is your race? Mark one or more races to indicate what you consider yourself to be.

SRRACEDU Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese) -Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA125_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
32579	35.8	1	1	Not Marked
3219	3.5	2	2	Marked
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What is your race? Mark one or more races to indicate what you consider yourself to be.

SRRACEEU Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro) -Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA125_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
35284	38.8	1	1	Not Marked
514	0.6	2	2	Marked
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

SRHISPASU Is your spouse/significant other Spanish/Hispanic/Latino? -
Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA118_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
8249	9.1	-9	.	No response
55226	60.7	-1	.B	No survey return
23711	26.1	1	1	No, not Spanish/Hispanic/Latino
3838	4.2	2	2	Yes, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/Hispanic/Latino
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What race is your spouse/significant other? Mark one or more races
to indicate what you consider your spouse/significant other to be.

SRRACEASU White -Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA125_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
17535	19.3	1	1	Not Marked
18263	20.1	2	2	Marked
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What race is your spouse/significant other? Mark one or more races
to indicate what you consider your spouse/significant other to be.

SRRACEBSU Black or African American -Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA125_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
31546	34.7	1	1	Not Marked
4252	4.7	2	2	Marked
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What race is your spouse/significant other? Mark one or more races
to indicate what you consider your spouse/significant other to be.

SRRACECSU American Indian or Alaska Native -Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA125_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
35148	38.6	1	1	Not Marked
650	0.7	2	2	Marked
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What race is your spouse/significant other? Mark one or more races to indicate what you consider your spouse/significant other to be.

SRRACEDSU Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese) -Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA125_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
32813	36.1	1	1	Not Marked
2985	3.3	2	2	Marked
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What race is your spouse/significant other? Mark one or more races to indicate what you consider your spouse/significant other to be.

SRRACEESU Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro) -Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA125_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
35410	38.9	1	1	Not Marked
388	0.4	2	2	Marked
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

EA017U Does your spouse or significant other think you should stay
on or leave active duty? -Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA127_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7924	8.7	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
4038	4.4	1	1	Strongly favors leaving
4723	5.2	2	2	Somewhat favors leaving
3972	4.4	3	3	Has no opinion one way or the other
7244	8.0	4	4	Somewhat favors staying
7584	8.3	5	5	Strongly favors staying
312	0.3	6	6	Does not apply; I am not married and I do not have a girlfriend/boyfriend
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

EA021U When you talk with your children about their future, do you encourage them to consider the military? -Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA120_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
25709	28.2	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
5697	6.3	1	1	No
4391	4.8	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

SRDULOC1U Please select from the list below your permanent duty station location within one of the 50 states, DC, Puerto Rico, a U.S. territory or possession. -Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA112_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
9466	10.4	-9	.	No response
31	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
376	0.4	1	1	Alabama
410	0.5	2	2	Alaska
536	0.6	3	3	Arizona
131	0.1	4	4	Arkansas
3350	3.7	6	6	California
514	0.6	7	7	Colorado
123	0.1	8	8	Connecticut
88	0.1	9	9	Delaware
1020	1.1	10	10	District of Columbia
1611	1.8	11	11	Florida
1138	1.3	12	12	Georgia
72	0.1	13	13	Guam
1044	1.2	14	14	Hawaii
90	0.1	15	15	Idaho
335	0.4	16	16	Illinois
26	0.0	17	17	Indiana
16	0.0	18	18	Iowa
453	0.5	19	19	Kansas
615	0.7	20	20	Kentucky
396	0.4	21	21	Louisiana
94	0.1	22	22	Maine
723	0.8	23	23	Maryland
147	0.2	24	24	Massachusetts
65	0.1	25	25	Michigan
37	0.0	26	26	Minnesota
242	0.3	27	27	Mississippi
256	0.3	28	28	Missouri
86	0.1	29	29	Montana
197	0.2	30	30	Nebraska
219	0.2	31	31	Nevada
15	0.0	32	32	New Hampshire
193	0.2	33	33	New Jersey
242	0.3	34	34	New Mexico
524	0.6	35	35	New York
2047	2.3	36	36	North Carolina
161	0.2	37	37	North Dakota
212	0.2	38	38	Ohio
490	0.5	39	39	Oklahoma
44	0.1	40	40	Oregon

(CONTINUED)

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

SRDULOC1U Please select from the list below your permanent duty station location within one of the 50 states, DC, Puerto Rico, a U.S. territory or possession. -Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA112_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
149	0.2	41	41	Pennsylvania
59	0.1	42	42	Puerto Rico
114	0.1	43	43	Rhode Island
634	0.7	44	44	South Carolina
64	0.1	45	45	South Dakota
122	0.1	46	46	Tennessee
2281	2.5	47	47	Texas
1	0.0	48	48	U.S. Virgin Islands
115	0.1	49	49	Utah
4	0.0	50	50	Vermont
3093	3.4	51	51	Virginia
1220	1.3	52	52	Washington
9	0.0	53	53	West Virginia
28	0.0	54	54	Wisconsin
70	0.1	55	55	Wyoming
91024	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

EA031U How many days have you been deployed to a combat zone or an
 area where you drew imminent danger or hostile fire pay
 since September 11, 2001? -Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA247_	NUM	3	STDOS4

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0
to 999.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

EA049U

Would you say that you or your family experienced racial/ethnic harassment or discrimination in what you said happened in the Personal Experiences questions? Mark one.-
Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA131_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
10457	11.5	-9	.	No response
27	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
1021	1.1	1	1	Yes, racial/ethnic harassment
1887	2.1	2	2	Yes, racial/ethnic discrimination
979	1.1	3	3	Yes, both racial/ethnic harassment and discrimination
20249	22.3	4	4	No, neither racial/ethnic harassment nor discrimination
1178	1.3	5	5	Does not apply; you did not mark that anything happened to you or your family because of race/ethnicity
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

EA050U

Do you think that DoD and your Service have a responsibility to prevent the racial/ethnic harassment or discrimination which YOU MARKED AS HAPPENING TO YOU OR YOUR FAMILY? Mark one. -Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA122_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
31711	34.8	-9	.	No response
55226	60.7	-1	.B	No survey return
1455	1.6	1	1	No
1742	1.9	2	2	Yes, some of it
890	1.0	3	3	Yes, all of it
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

Which of the following best describe(s) the situation that during the past 12 months has bothered you most? Mark "Yes" or "No" for each item below that describes the situation you are going to tell us about in this section.

EA051AU Offensive encounters with military personnel, DoD/Service employees and/or contractors (for example, your exposure to offensive race/ethnic-related speech, pictures/printed material, non-verbal looks, or dress)-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
12431	13.7	-9	.	No response
2	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
21050	23.1	1	1	No
2315	2.5	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

Which of the following best describe(s) the situation that during the past 12 months has bothered you most? Mark "Yes" or "No" for each item below that describes the situation you are going to tell us about in this section.

EA051BU Offensive encounters with civilians around your installation (for example, your exposure to offensive race/ethnic-related speech, pictures/printed material, non-verbal looks, or dress)-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
12483	13.7	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
20127	22.1	1	1	No
3187	3.5	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

Which of the following best describe(s) the situation that during the past 12 months has bothered you most? Mark "Yes" or "No" for each item below that describes the situation you are going to tell us about in this section.

EA051CU Harm or threat of harm from military personnel, DoD/Service employees and/or contractors (for example, your experience(s) of race/ethnic-related threats, intimidation, vandalism, or physical assault)-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
12576	13.8	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
22767	25.0	1	1	No
454	0.5	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

Which of the following best describe(s) the situation that during the past 12 months has bothered you most? Mark "Yes" or "No" for each item below that describes the situation you are going to tell us about in this section.

EA051DU Harm or threat of harm from civilians around your installation (for example, your experience(s) of race/ethnic-related threats, intimidation, vandalism, or physical assault)-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
12547	13.8	-9	.	No response
2	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
22254	24.5	1	1	No
995	1.1	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

Which of the following best describe(s) the situation that during the past 12 months has bothered you most? Mark "Yes" or "No" for each item below that describes the situation you are going to tell us about in this section.

EA051EU Assignment/career discrimination (for example, your experience(s) of racial/ethnic discrimination in assignments, daily tasks, availability of mentorship, access to information about career opportunities or promotion potential)-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
12526	13.8	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
21666	23.8	1	1	No
1605	1.8	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

Which of the following best describe(s) the situation that during the past 12 months has bothered you most? Mark "Yes" or "No" for each item below that describes the situation you are going to tell us about in this section.

EA051FU Evaluation discrimination (for example, your experience(s) of race/ethnic-motivated negative evaluations, differences in performance standards, and distribution of awards/decorations)-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
12751	14.0	-9	.	No response
2	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
21430	23.5	1	1	No
1615	1.8	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

Which of the following best describe(s) the situation that during the past 12 months has bothered you most? Mark "Yes" or "No" for each item below that describes the situation you are going to tell us about in this section.

EA051GU Undue punishment (for example, your experience(s) of nonjudicial punishment, or additional punishment(s) because of your race/ethnicity)-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
12525	13.8	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
22685	24.9	1	1	No
587	0.6	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

Which of the following best describe(s) the situation that during the past 12 months has bothered you most? Mark "Yes" or "No" for each item below that describes the situation you are going to tell us about in this section.

EA051HU Training/testing discrimination (for example, your experience(s) of unfair training scores, and/or lack of access to schools/training because of your race/ethnicity)-
Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
12604	13.9	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
22660	24.9	1	1	No
533	0.6	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

Which of the following best describe(s) the situation that during the past 12 months has bothered you most? Mark "Yes" or "No" for each item below that describes the situation you are going to tell us about in this section.

EA051IU Discrimination by service providers (for example, your or your family's experience(s) of race/ethnic-motivated poorer customer service in civilian/military stores, lack of access to non-governmental housing, and scrutiny from civilian/military police-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
12593	13.8	-9	.	No response
2	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
22173	24.4	1	1	No
1030	1.1	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

Which of the following best describe(s) the situation that during the past 12 months has bothered you most? Mark "Yes" or "No" for each item below that describes the situation you are going to tell us about in this section.

EA051JU Safety concerns (for example, your or your family's safety fears on- or off-installation of gang activity or safety fears motivated by other reasons) -Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
12590	13.8	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
22111	24.3	1	1	No
1096	1.2	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

Which of the following best describe(s) the situation that during the past 12 months has bothered you most? Mark "Yes" or "No" for each item below that describes the situation you are going to tell us about in this section.

EA051KU Other race/ethnic-related experiences (for example, any other ways in which you or your family have been bothered/hurt by military personnel, DoD/Service employees and/or contractors, and/or civilians around your installation)-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
12546	13.8	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
22313	24.5	1	1	No
938	1.0	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

EA052U Would you say that you and/or your family experienced racial/ethnic harassment or discrimination in what you said happened in the situation that bothered you most? Mark one.
-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA130_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
12318	13.5	-9	.	No response
2	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
1340	1.5	1	1	Yes, racial/ethnic harassment
2196	2.4	2	2	Yes, racial/ethnic discrimination
960	1.1	3	3	Yes, both racial/ethnic harassment and discrimination
18982	20.9	4	4	No, neither racial/ethnic discrimination nor harassment
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

To what extent was this situation...

EA053AU

Annoying?-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA079_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
14206	15.6	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
12332	13.6	1	1	Not at all
2827	3.1	2	2	Small extent
2670	2.9	3	3	Moderate extent
2206	2.4	4	4	Large extent
1556	1.7	5	5	Very large extent
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

To what extent was this situation...

EA053BU

Offensive?-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA079_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
14391	15.8	-9	.	No response
2	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
13632	15.0	1	1	Not at all
2721	3.0	2	2	Small extent
2395	2.6	3	3	Moderate extent
1577	1.7	4	4	Large extent
1080	1.2	5	5	Very large extent
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

To what extent was this situation...

EA053CU

Disturbing?-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA079_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
14409	15.8	-9	.	No response
2	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
13781	15.1	1	1	Not at all
2611	2.9	2	2	Small extent
2265	2.5	3	3	Moderate extent
1630	1.8	4	4	Large extent
1100	1.2	5	5	Very large extent
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

To what extent was this situation...

EA053DU

Threatening?-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA079_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
14432	15.9	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
17416	19.1	1	1	Not at all
1939	2.1	2	2	Small extent
1157	1.3	3	3	Moderate extent
464	0.5	4	4	Large extent
389	0.4	5	5	Very large extent
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

To what extent was this situation...

EA053EU

Disillusioning?-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA079_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
14453	15.9	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
15874	17.4	1	1	Not at all
2125	2.3	2	2	Small extent
1659	1.8	3	3	Moderate extent
873	1.0	4	4	Large extent
813	0.9	5	5	Very large extent
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

EA054U

Who experienced this situation?-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA082_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
20326	22.3	-9	.	No response
55226	60.7	-1	.B	No survey return
10635	11.7	1	1	Only I experienced it
1337	1.5	2	2	Only members of my family experienced it
3500	3.9	3	3	Both my family and I experienced it
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

Where and when did this situation occur? Mark one answer for each item.

EA055AU At a military installation-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA075_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
16593	18.2	-9	.	No response
55226	60.7	-1	.B	No survey return
13347	14.7	1	1	None of it
2341	2.6	2	2	Some of it
839	0.9	3	3	Most of it
2678	2.9	4	4	All of it
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

Where and when did this situation occur? Mark one answer for each item.

EA055BU At your military work (the place where you perform your military duties)-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA075_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
16662	18.3	-9	.	No response
55226	60.7	-1	.B	No survey return
14614	16.1	1	1	None of it
1825	2.0	2	2	Some of it
707	0.8	3	3	Most of it
1990	2.2	4	4	All of it
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

Where and when did this situation occur? Mark one answer for each item.

EA055CU During duty hours-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA075_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
16751	18.4	-9	.	No response
55226	60.7	-1	.B	No survey return
13798	15.2	1	1	None of it
2108	2.3	2	2	Some of it
859	0.9	3	3	Most of it
2282	2.5	4	4	All of it
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

Where and when did this situation occur? Mark one answer for each item.

EA055DU In a work environment where members of your racial/ethnic background are uncommon-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA075_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
16769	18.4	-9	.	No response
55226	60.7	-1	.B	No survey return
16045	17.6	1	1	None of it
1442	1.6	2	2	Some of it
581	0.6	3	3	Most of it
961	1.1	4	4	All of it
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

Where and when did this situation occur? Mark one answer for each item.

EA055EU While you were deployed-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA075_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
16940	18.6	-9	.	No response
55226	60.7	-1	.B	No survey return
16381	18.0	1	1	None of it
1344	1.5	2	2	Some of it
430	0.5	3	3	Most of it
703	0.8	4	4	All of it
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

Where and when did this situation occur? Mark one answer for each item.

EA055FU In the local community around an installation-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA075_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
16870	18.5	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
12012	13.2	1	1	None of it
2696	3.0	2	2	Some of it
1097	1.2	3	3	Most of it
3122	3.4	4	4	All of it
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

Where and when did this situation occur? Mark one answer for each item.

EA055GU At your current permanent duty station-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA075_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
16791	18.5	-9	.	No response
55226	60.7	-1	.B	No survey return
12595	13.8	1	1	None of it
2394	2.6	2	2	Some of it
870	1.0	3	3	Most of it
3148	3.5	4	4	All of it
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

EA056U

Do you know who did it?-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA120_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
18370	20.2	-9	.	No response
55226	60.7	-1	.B	No survey return
11152	12.3	1	1	No
6276	6.9	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

EA057U

Did more than one person do it? -Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA120_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
29423	32.3	-9	.	No response
55226	60.7	-1	.B	No survey return
2554	2.8	1	1	No
3821	4.2	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

EA058U

What was the gender of the person(s)? -Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA115_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
29420	32.3	-9	.	No response
2	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
3862	4.2	1	1	Male
723	0.8	2	2	Female
1791	2.0	3	3	Some were male and some were female
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What was the race/ethnic background of the person(s) who did it? Mark "Yes," "No," or "Don't know" for each.

EA059AU

White-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA109_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
29828	32.8	-9	.	No response
55226	60.7	-1	.B	No survey return
4147	4.6	1	1	Yes
1530	1.7	2	2	No
293	0.3	3	3	Don't know
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What was the race/ethnic background of the person(s) who did it? Mark "Yes," "No," or "Don't know" for each.

EA059BU

Black or African American-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA109_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
30396	33.4	-9	.	No response
55226	60.7	-1	.B	No survey return
2177	2.4	1	1	Yes
2884	3.2	2	2	No
341	0.4	3	3	Don't know
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What was the race/ethnic background of the person(s) who did it? Mark "Yes," "No," or "Don't know" for each.

EA059CU

American Indian or Alaska Native-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA109_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
30760	33.8	-9	.	No response
55226	60.7	-1	.B	No survey return
128	0.1	1	1	Yes
4438	4.9	2	2	No
472	0.5	3	3	Don't know
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What was the race/ethnic background of the person(s) who did it? Mark "Yes," "No," or "Don't know" for each.

EA059DU Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA109_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
30633	33.7	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
641	0.7	1	1	Yes
4091	4.5	2	2	No
432	0.5	3	3	Don't know
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What was the race/ethnic background of the person(s) who did it? Mark "Yes," "No," or "Don't know" for each.

EA059EU Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA109_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
30723	33.8	-9	.	No response
55226	60.7	-1	.B	No survey return
255	0.3	1	1	Yes
4353	4.8	2	2	No
467	0.5	3	3	Don't know
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What was the race/ethnic background of the person(s) who did it? Mark
"Yes," "No," or "Don't know" for each.

EA059FU

Spanish/Hispanic/Latino-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA109_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
30577	33.6	-9	.	No response
55226	60.7	-1	.B	No survey return
1025	1.1	1	1	Yes
3757	4.1	2	2	No
439	0.5	3	3	Don't know
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

Was the person(s) who did it... Mark "Yes," "No," or "Don't know" for each.

EA060AU Your immediate supervisor?-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA109_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
29593	32.5	-9	.	No response
55226	60.7	-1	.B	No survey return
986	1.1	1	1	Yes
5034	5.5	2	2	No
185	0.2	3	3	Don't know
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

Was the person(s) who did it... Mark "Yes," "No," or "Don't know" for each.

EA060BU

Your unit commander?-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA109_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
29650	32.6	-9	.	No response
55226	60.7	-1	.B	No survey return
534	0.6	1	1	Yes
5400	5.9	2	2	No
214	0.2	3	3	Don't know
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

Was the person(s) who did it... Mark "Yes," "No," or "Don't know" for each.

EA060CU Other military person(s) of higher rank/grade than you?-
Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA109_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
29615	32.5	-9	.	No response
55226	60.7	-1	.B	No survey return
1932	2.1	1	1	Yes
4016	4.4	2	2	No
235	0.3	3	3	Don't know
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

Was the person(s) who did it... Mark "Yes," "No," or "Don't know" for each.

EA060DU Your military coworker(s)?-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA109_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
29644	32.6	-9	.	No response
55226	60.7	-1	.B	No survey return
2008	2.2	1	1	Yes
3964	4.4	2	2	No
182	0.2	3	3	Don't know
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

Was the person(s) who did it... Mark "Yes," "No," or "Don't know" for each.

EA060EU Your military subordinate(s)?-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA109_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
29660	32.6	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
1012	1.1	1	1	Yes
4904	5.4	2	2	No
221	0.2	3	3	Don't know
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

Was the person(s) who did it... Mark "Yes," "No," or "Don't know" for each.

EA060FU Other military person(s)?-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA109_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
29611	32.5	-9	.	No response
55226	60.7	-1	.B	No survey return
2292	2.5	1	1	Yes
3626	4.0	2	2	No
269	0.3	3	3	Don't know
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

Was the person(s) who did it... Mark "Yes," "No," or "Don't know" for each.

EA060GU

DoD/Service civilian employee(s)?-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA109_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
29646	32.6	-9	.	No response
55226	60.7	-1	.B	No survey return
877	1.0	1	1	Yes
4943	5.4	2	2	No
332	0.4	3	3	Don't know
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

Was the person(s) who did it... Mark "Yes," "No," or "Don't know" for each.

EA060HU

DoD/Service civilian contractor(s)?-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA109_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
29661	32.6	-9	.	No response
55226	60.7	-1	.B	No survey return
413	0.5	1	1	Yes
5370	5.9	2	2	No
354	0.4	3	3	Don't know
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

Was the person(s) who did it... Mark "Yes," "No," or "Don't know" for each.

EA060IU Person(s) in the local community-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA109_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
29656	32.6	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
2474	2.7	1	1	Yes
3423	3.8	2	2	No
244	0.3	3	3	Don't know
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

EA061U During the course of the situation you have in mind, how
often did the event(s) occur? -Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA126_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
20875	22.9	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
9274	10.2	1	1	Once
4736	5.2	2	2	Occasionally
912	1.0	3	3	Frequently
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

EA062U How long did this situation last, or if continuing, how
long has it been going on? -Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA114_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
21142	23.2	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
9687	10.6	1	1	Less than 1 week
700	0.8	2	2	1 week to less than 1 month
720	0.8	3	3	1 month to less than 3 months
792	0.9	4	4	3 months to less than 6 months
2756	3.0	5	5	6 months or more
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

As a result of the situation, did you...

EA063AU Try to ignore the behavior?-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
20374	22.4	-9	.	No response
55226	60.7	-1	.B	No survey return
5002	5.5	1	1	No
10422	11.5	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

As a result of the situation, did you...

EA063BU Try to avoid the person(s) who bothered you?-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
20422	22.4	-9	.	No response
55226	60.7	-1	.B	No survey return
6818	7.5	1	1	No
8558	9.4	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

As a result of the situation, did you...

EA063CU Try to forget it?-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
20449	22.5	-9	.	No response
55226	60.7	-1	.B	No survey return
6120	6.7	1	1	No
9229	10.1	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

As a result of the situation, did you...

EA063DU

Tell the person(s) to stop?-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
20514	22.5	-9	.	No response
55226	60.7	-1	.B	No survey return
8918	9.8	1	1	No
6366	7.0	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

As a result of the situation, did you...

EA063EU Ask someone else to speak to the person(s) for you? -
Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
20575	22.6	-9	.	No response
55226	60.7	-1	.B	No survey return
11840	13.0	1	1	No
3383	3.7	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

As a result of the situation, did you...

EA063FU Settle it yourself physically?-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
20493	22.5	-9	.	No response
55226	60.7	-1	.B	No survey return
14065	15.5	1	1	No
1240	1.4	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

As a result of the situation, did you...

EA063GU Act as though it did not bother you?-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
20481	22.5	-9	.	No response
55226	60.7	-1	.B	No survey return
7263	8.0	1	1	No
8054	8.9	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

As a result of the situation, did you...

EA063HU Call a hotline for advice/information (not to file a
complaint)?-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
20496	22.5	-9	.	No response
55226	60.7	-1	.B	No survey return
14675	16.1	1	1	No
627	0.7	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

As a result of the situation, did you...

EA063IU

Request a transfer?-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
20497	22.5	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
14402	15.8	1	1	No
898	1.0	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

As a result of the situation, did you...

EA063JU

Think about getting out of your Service?-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
20508	22.5	-9	.	No response
55226	60.7	-1	.B	No survey return
12909	14.2	1	1	No
2381	2.6	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

As a result of the situation, did you...

EA063KU Accomplish less than you would like at work?-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
20559	22.6	-9	.	No response
55226	60.7	-1	.B	No survey return
13177	14.5	1	1	No
2062	2.3	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

EA064U

Did the situation involve only civilians in the local
community around an installation? -Unedited

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA		EA120_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
20474	22.5	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
8733	9.6	1	1	No
6590	7.2	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

EA065U Did you report the situation to any civilian community
 officials, offices, or courts? -Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA117_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
20784	22.8	-9	.	No response
55226	60.7	-1	.B	No survey return
13789	15.2	1	1	No, I did not report it to a civilian official
177	0.2	2	2	Yes, but it is too soon to tell if it will make things better or worse
84	0.1	3	3	Yes, and it made things worse
589	0.7	4	4	Yes, but it made no difference
375	0.4	5	5	Yes, and it made things better
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

EA066U

Did you discuss/report this situation to any
installation/Service/DoD individuals or organizations? -
Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA121_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
20632	22.7	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
13636	15.0	1	1	No
1174	1.3	2	2	Yes, made an informal report
355	0.4	3	3	Yes, made a formal report
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

Did you report this situation to any of the following
installation/Service/DoD individuals or organizations? Please mark
one answer for each.

EA067AU Your immediate supervisor-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA061_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
34228	37.6	-9	.	No response
55226	60.7	-1	.B	No survey return
515	0.6	1	1	No, I did not report it to this person/office
81	0.1	2	2	Yes, but it is too soon to tell if it will make things better or worse
106	0.1	3	3	Yes, and it made things worse
577	0.6	4	4	Yes, but it made no difference
291	0.3	5	5	Yes, and it made things better
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

Did you report this situation to any of the following
installation/Service/DoD individuals or organizations? Please mark
one answer for each.

EA067BU Someone else in your chain-of-command-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA061_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
34242	37.6	-9	.	No response
55226	60.7	-1	.B	No survey return
585	0.6	1	1	No, I did not report it to this person/office
79	0.1	2	2	Yes, but it is too soon to tell if it will make things better or worse
128	0.1	3	3	Yes, and it made things worse
506	0.6	4	4	Yes, but it made no difference
258	0.3	5	5	Yes, and it made things better
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

Did you report this situation to any of the following
installation/Service/DoD individuals or organizations? Please mark
one answer for each.

EA067CU Someone in the chain-of-command of the person(s) who did
it-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA061_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
34254	37.6	-9	.	No response
55226	60.7	-1	.B	No survey return
773	0.9	1	1	No, I did not report it to this person/office
73	0.1	2	2	Yes, but it is too soon to tell if it will make things better or worse
114	0.1	3	3	Yes, and it made things worse
368	0.4	4	4	Yes, but it made no difference
216	0.2	5	5	Yes, and it made things better
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

Did you report this situation to any of the following
installation/Service/DoD individuals or organizations? Please mark
one answer for each.

EA067DU Special military office responsible for handling these
 kinds of complaints (for example, Military Equal
 Opportunity or Civil Rights Office)-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA061_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
34248	37.6	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
969	1.1	1	1	No, I did not report it to this person/office
81	0.1	2	2	Yes, but it is too soon to tell if it will make things better or worse
72	0.1	3	3	Yes, and it made things worse
266	0.3	4	4	Yes, but it made no difference
161	0.2	5	5	Yes, and it made things better
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

Did you report this situation to any of the following
installation/Service/DoD individuals or organizations? Please mark
one answer for each.

EA067EU Other person or office with responsibility for follow-up-
Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA061_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
34240	37.6	-9	.	No response
55226	60.7	-1	.B	No survey return
911	1.0	1	1	No, I did not report it to this person/office
94	0.1	2	2	Yes, but it is too soon to tell if it will make things better or worse
58	0.1	3	3	Yes, and it made things worse
303	0.3	4	4	Yes, but it made no difference
192	0.2	5	5	Yes, and it made things better
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

Did you report this situation to any of the following
installation/Service/DoD individuals or organizations? Please mark
one answer for each.

EA067FU Chaplain, counselor, ombudsman, or health care provider-
Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA061_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
34250	37.6	-9	.	No response
55226	60.7	-1	.B	No survey return
1132	1.2	1	1	No, I did not report it to this person/office
43	0.1	2	2	Yes, but it is too soon to tell if it will make things better or worse
43	0.1	3	3	Yes, and it made things worse
195	0.2	4	4	Yes, but it made no difference
135	0.2	5	5	Yes, and it made things better
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What actions were taken in response to your report? Mark "Yes," "No," or "Don't know" for each.

EA068AU Person(s) who bothered you was/were talked to about the behavior-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA071_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
34277	37.7	-9	.	No response
55226	60.7	-1	.B	No survey return
432	0.5	1	1	No
550	0.6	2	2	Yes
539	0.6	99	99	Don't know
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What actions were taken in response to your report? Mark "Yes," "No," or "Don't know" for each.

EA068BU Your complaint was/is being investigated-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA071_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
34277	37.7	-9	.	No response
55226	60.7	-1	.B	No survey return
613	0.7	1	1	No
434	0.5	2	2	Yes
474	0.5	99	99	Don't know
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What actions were taken in response to your report? Mark "Yes," "No," or "Don't know" for each.

EA068CU The situation was resolved informally-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA071_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
34289	37.7	-9	.	No response
55226	60.7	-1	.B	No survey return
567	0.6	1	1	No
480	0.5	2	2	Yes
462	0.5	99	99	Don't know
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What actions were taken in response to your report? Mark "Yes," "No," or "Don't know" for each.

EA068DU

The rules on harassment and discrimination were explained to everyone in the unit/office/place where the problem had occurred-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA071_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
34286	37.7	-9	.	No response
55226	60.7	-1	.B	No survey return
559	0.6	1	1	No
426	0.5	2	2	Yes
527	0.6	99	99	Don't know
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What actions were taken in response to your report? Mark "Yes," "No," or "Don't know" for each.

EA068EU You were encouraged to drop the complaint-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA071_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
34297	37.7	-9	.	No response
55226	60.7	-1	.B	No survey return
964	1.1	1	1	No
338	0.4	2	2	Yes
199	0.2	99	99	Don't know
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What actions were taken in response to your report? Mark "Yes," "No," or "Don't know" for each.

EA068FU Your complaint was discounted or not taken seriously-
Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA071_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
34288	37.7	-9	.	No response
55226	60.7	-1	.B	No survey return
670	0.7	1	1	No
466	0.5	2	2	Yes
374	0.4	99	99	Don't know
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What actions were taken in response to your report? Mark "Yes," "No," or "Don't know" for each.

EA068GU Members of your chain-of-command were hostile toward you-
Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA071_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
34281	37.7	-9	.	No response
55226	60.7	-1	.B	No survey return
1077	1.2	1	1	No
237	0.3	2	2	Yes
203	0.2	99	99	Don't know
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What actions were taken in response to your report? Mark "Yes," "No," or "Don't know" for each.

EA068HU Your coworkers were hostile toward you-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA071_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
34283	37.7	-9	.	No response
55226	60.7	-1	.B	No survey return
1165	1.3	1	1	No
171	0.2	2	2	Yes
179	0.2	99	99	Don't know
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What actions were taken in response to your report? Mark "Yes," "No," or "Don't know" for each.

EA068IU No action was taken-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA071_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
34284	37.7	-9	.	No response
55226	60.7	-1	.B	No survey return
566	0.6	1	1	No
401	0.4	2	2	Yes
547	0.6	99	99	Don't know
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What actions were taken in response to your report? Mark "Yes," "No," or "Don't know" for each.

EA068JU You do not know what action was taken-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA071_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
34285	37.7	-9	.	No response
55226	60.7	-1	.B	No survey return
639	0.7	1	1	No
484	0.5	2	2	Yes
390	0.4	99	99	Don't know
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

How satisfied are you with the following aspects of the reporting process? Mark one answer for each item.

EA069AU Availability of information about how to file a complaint-
Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA089_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
34285	37.7	-9	.	No response
55226	60.7	-1	.B	No survey return
112	0.1	1	1	Very dissatisfied
180	0.2	2	2	Dissatisfied
473	0.5	3	3	Neither satisfied nor dissatisfied
473	0.5	4	4	Satisfied
275	0.3	5	5	Very satisfied
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

How satisfied are you with the following aspects of the reporting process? Mark one answer for each item.

EA069BU Availability of information about how to follow-up on a complaint-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA089_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
34295	37.7	-9	.	No response
55226	60.7	-1	.B	No survey return
124	0.1	1	1	Very dissatisfied
214	0.2	2	2	Dissatisfied
499	0.6	3	3	Neither satisfied nor dissatisfied
421	0.5	4	4	Satisfied
245	0.3	5	5	Very satisfied
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

How satisfied are you with the following aspects of the reporting process? Mark one answer for each item.

EA069CU Treatment by personnel handling your complaint-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA089_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
34294	37.7	-9	.	No response
55226	60.7	-1	.B	No survey return
138	0.2	1	1	Very dissatisfied
196	0.2	2	2	Dissatisfied
564	0.6	3	3	Neither satisfied nor dissatisfied
394	0.4	4	4	Satisfied
212	0.2	5	5	Very satisfied
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

How satisfied are you with the following aspects of the reporting process? Mark one answer for each item.

EA069DU Amount of time it took/is taking to resolve your complaint-
Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA089_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
34312	37.7	-9	.	No response
55226	60.7	-1	.B	No survey return
213	0.2	1	1	Very dissatisfied
203	0.2	2	2	Dissatisfied
606	0.7	3	3	Neither satisfied nor dissatisfied
292	0.3	4	4	Satisfied
172	0.2	5	5	Very satisfied
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

How satisfied are you with the following aspects of the reporting process? Mark one answer for each item.

EA069EU How well you were/are kept informed about the progress of your complaint-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA089_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
34308	37.7	-9	.	No response
55226	60.7	-1	.B	No survey return
220	0.2	1	1	Very dissatisfied
233	0.3	2	2	Dissatisfied
599	0.7	3	3	Neither satisfied nor dissatisfied
275	0.3	4	4	Satisfied
163	0.2	5	5	Very satisfied
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

How satisfied are you with the following aspects of the reporting process? Mark one answer for each item.

EA069FU Degree to which your privacy was/is being protected-
Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA089_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
34327	37.7	-9	.	No response
55226	60.7	-1	.B	No survey return
143	0.2	1	1	Very dissatisfied
152	0.2	2	2	Dissatisfied
573	0.6	3	3	Neither satisfied nor dissatisfied
401	0.4	4	4	Satisfied
202	0.2	5	5	Very satisfied
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

How satisfied are you with the following aspects of the reporting process? Mark one answer for each item.

EA069GU The complaint process overall-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA089_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
34303	37.7	-9	.	No response
55226	60.7	-1	.B	No survey return
220	0.2	1	1	Very dissatisfied
228	0.3	2	2	Dissatisfied
538	0.6	3	3	Neither satisfied nor dissatisfied
345	0.4	4	4	Satisfied
164	0.2	5	5	Very satisfied
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

EA070U

Do you feel that your chances of having a successful
military career will be affected by making this report? -
Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA119_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
34277	37.7	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
1150	1.3	1	1	No, your career will not be affected
295	0.3	2	2	Yes, your chances will be worse
75	0.1	3	3	Yes, your chances will be improved
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

EA071U

Was your complaint found to be true? -Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA124_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
34311	37.7	-9	.	No response
55226	60.7	-1	.B	No survey return
68	0.1	1	1	No
602	0.7	2	2	Yes
427	0.5	3	3	They were unable to determine whether your complaint was true or not.
390	0.4	4	4	Does not apply, the action is still being processed
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What was the outcome of your complaint? Mark "Yes," "No," or "Don't know" for each.

EA072AU The outcome of your complaint was explained to you-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA071_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
34706	38.1	-9	.	No response
55226	60.7	-1	.B	No survey return
495	0.5	1	1	No
438	0.5	2	2	Yes
159	0.2	99	99	Don't know
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What was the outcome of your complaint? Mark "Yes," "No," or "Don't know" for each.

EA072BU The situation was corrected-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA071_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
34702	38.1	-9	.	No response
55226	60.7	-1	.B	No survey return
442	0.5	1	1	No
413	0.5	2	2	Yes
241	0.3	99	99	Don't know
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What was the outcome of your complaint? Mark "Yes," "No," or "Don't know" for each.

EA072CU Some action was taken against the person(s) who bothered
you-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA071_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
34704	38.1	-9	.	No response
55226	60.7	-1	.B	No survey return
468	0.5	1	1	No
292	0.3	2	2	Yes
334	0.4	99	99	Don't know
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What was the outcome of your complaint? Mark "Yes," "No," or "Don't know" for each.

EA072DU Nothing was done about the complaint-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA071_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
34705	38.1	-9	.	No response
55226	60.7	-1	.B	No survey return
497	0.6	1	1	No
271	0.3	2	2	Yes
325	0.4	99	99	Don't know
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What was the outcome of your complaint? Mark "Yes," "No," or "Don't know" for each.

EA072EU Action was taken against you-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA071_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
34707	38.1	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
832	0.9	1	1	No
152	0.2	2	2	Yes
106	0.1	99	99	Don't know
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

EA073U How satisfied were you with the outcome of your complaint?
-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA128_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
34689	38.1	-9	.	No response
55226	60.7	-1	.B	No survey return
200	0.2	1	1	Very dissatisfied
183	0.2	2	2	Dissatisfied
370	0.4	3	3	Neither satisfied nor dissatisfied
220	0.2	4	4	Satisfied
136	0.2	5	5	Very satisfied
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

EA074U

Did you report all of the behaviors you experienced to one
of the installation/Service/DoD individuals or
organizations? -Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA120_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
34286	37.7	-9	.	No response
55226	60.7	-1	.B	No survey return
662	0.7	1	1	No
850	0.9	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations? Mark "Yes" or "No" for each.

EA075AU Was not important enough to report-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
22163	24.4	-9	.	No response
2	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
5272	5.8	1	1	No
8361	9.2	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations? Mark "Yes" or "No" for each.

EA075BU You did not know how to report-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
22238	24.4	-9	.	No response
55226	60.7	-1	.B	No survey return
11305	12.4	1	1	No
2255	2.5	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations? Mark "Yes" or "No" for each.

EA075CU You felt uncomfortable making a report-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
22268	24.5	-9	.	No response
55226	60.7	-1	.B	No survey return
10705	11.8	1	1	No
2825	3.1	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations? Mark "Yes" or "No" for each.

EA075DU You took care of the problem yourself-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
22249	24.4	-9	.	No response
55226	60.7	-1	.B	No survey return
7102	7.8	1	1	No
6447	7.1	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations? Mark "Yes" or "No" for each.

EA075EU You did not think anything would be done-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
22306	24.5	-9	.	No response
55226	60.7	-1	.B	No survey return
8578	9.4	1	1	No
4914	5.4	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations? Mark "Yes" or "No" for each.

EA075FU You thought you would not be believed-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
22253	24.5	-9	.	No response
55226	60.7	-1	.B	No survey return
11585	12.7	1	1	No
1960	2.2	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations? Mark "Yes" or "No" for each.

EA075GU You thought reporting would take too much time and effort-
Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
22249	24.4	-9	.	No response
55226	60.7	-1	.B	No survey return
9954	10.9	1	1	No
3595	4.0	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations? Mark "Yes" or "No" for each.

EA075HU You thought you would be labeled a troublemaker-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
22269	24.5	-9	.	No response
55226	60.7	-1	.B	No survey return
10833	11.9	1	1	No
2696	3.0	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations? Mark "Yes" or "No" for each.

EA075IU You thought it would make your work situation unpleasant-
Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
22283	24.5	-9	.	No response
55226	60.7	-1	.B	No survey return
10671	11.7	1	1	No
2844	3.1	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations? Mark "Yes" or "No" for each.

EA075JU You thought your performance evaluation or chance for promotion would suffer-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
22361	24.6	-9	.	No response
55226	60.7	-1	.B	No survey return
11422	12.6	1	1	No
2015	2.2	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations? Mark "Yes" or "No" for each.

EA075KU You were afraid of retaliation/reprisals from the person(s) who did it or from their friends-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
22269	24.5	-9	.	No response
55226	60.7	-1	.B	No survey return
11756	12.9	1	1	No
1773	2.0	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations? Mark "Yes" or "No" for each.

EA075LU You were afraid of retaliation/reprisals from your chain-of-command-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
22292	24.5	-9	.	No response
55226	60.7	-1	.B	No survey return
11873	13.0	1	1	No
1633	1.8	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations? Mark "Yes" or "No" for each.

EA075MU You did not know the identity of the person(s) who did it-
Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
22283	24.5	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
10169	11.2	1	1	No
3345	3.7	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations? Mark "Yes" or "No" for each.

EA075NU Situation only involved civilian(s) off an installation-
Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
22293	24.5	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
8710	9.6	1	1	No
4794	5.3	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

Did any of the following things happen in response to how you handled the situation? Mark "Yes," "No," or "Don't know" for each.

EA076AU You were ignored or shunned by others at work-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA071_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
20713	22.8	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
12326	13.5	1	1	No
786	0.9	2	2	Yes
1972	2.2	99	99	Don't know
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

Did any of the following things happen in response to how you handled
the situation? Mark "Yes," "No," or "Don't know" for each.

EA076BU

You were blamed for the situation-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA071_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
20743	22.8	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
12313	13.5	1	1	No
904	1.0	2	2	Yes
1837	2.0	99	99	Don't know
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

Did any of the following things happen in response to how you handled
the situation? Mark "Yes," "No," or "Don't know" for each.

EA076CU You were given less favorable job duties-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA071_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
20804	22.9	-9	.	No response
55226	60.7	-1	.B	No survey return
12394	13.6	1	1	No
870	1.0	2	2	Yes
1730	1.9	99	99	Don't know
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

Did any of the following things happen in response to how you handled the situation? Mark "Yes," "No," or "Don't know" for each.

EA076DU You were denied an opportunity for training-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA071_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
20817	22.9	-9	.	No response
55226	60.7	-1	.B	No survey return
12656	13.9	1	1	No
544	0.6	2	2	Yes
1781	2.0	99	99	Don't know
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

Did any of the following things happen in response to how you handled the situation? Mark "Yes," "No," or "Don't know" for each.

EA076EU You were given an unfair job performance appraisal-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA071_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
20945	23.0	-9	.	No response
55226	60.7	-1	.B	No survey return
12152	13.4	1	1	No
894	1.0	2	2	Yes
1807	2.0	99	99	Don't know
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

Did any of the following things happen in response to how you handled
the situation? Mark "Yes," "No," or "Don't know" for each.

EA076FU

You were denied a promotion-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA071_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
20821	22.9	-9	.	No response
55226	60.7	-1	.B	No survey return
12876	14.2	1	1	No
469	0.5	2	2	Yes
1632	1.8	99	99	Don't know
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

Did any of the following things happen in response to how you handled the situation? Mark "Yes," "No," or "Don't know" for each.

EA076GU You were transferred to a less desirable job-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA071_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
20813	22.9	-9	.	No response
55226	60.7	-1	.B	No survey return
12926	14.2	1	1	No
515	0.6	2	2	Yes
1544	1.7	99	99	Don't know
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

EA077U

Do you consider ANY of the things which YOU MARKED AS
HAPPENING TO YOU in response to how you handled the
situation to have been retaliation for reporting your
experience? -Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA123_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
20310	22.3	-9	.	No response
7	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
11705	12.9	1	1	No
676	0.7	2	2	Yes
2886	3.2	3	3	Don't know
214	0.2	4	4	Does not apply; I did not report my experience or none of the things listed above happened to me
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

EA088U

In the past 12 months, how many times have you had training from military sources on topics related to racial/ethnic harassment and discrimination? To indicate nine or more, enter "9". -Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA255_	NUM	5	STDOS8

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
12566	13.8	-9	.	No response
7	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
205	0.2	0	0	0
6490	7.1	1	1	1
7600	8.4	2	2	2
3256	3.6	3	3	3
2715	3.0	4	4	4
1071	1.2	5	5	5
751	0.8	6	6	6
128	0.1	7	7	7
142	0.2	8	8	8
867	1.0	9	9	9
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

My Service's training...

EA089AU Provides a good understanding of what words and actions are considered racial/ethnic harassment and discrimination. - Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA084_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
13275	14.6	-9	.	No response
55226	60.7	-1	.B	No survey return
130	0.1	1	1	Strongly disagree
217	0.2	2	2	Disagree
2012	2.2	3	3	Neither agree nor disagree
10130	11.1	4	4	Agree
10034	11.0	5	5	Strongly agree
91024	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

My Service's training...

EA089BU Teaches that racial/ethnic harassment and discrimination
reduces the cohesion and effectiveness of your Service as a
whole.-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA084_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
13302	14.6	-9	.	No response
55226	60.7	-1	.B	No survey return
118	0.1	1	1	Strongly disagree
123	0.1	2	2	Disagree
1730	1.9	3	3	Neither agree nor disagree
9769	10.7	4	4	Agree
10756	11.8	5	5	Strongly agree
91024	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

My Service's training...

EA089CU Identifies behaviors that are offensive to others and
should not be tolerated.-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA084_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
13314	14.6	-9	.	No response
55226	60.7	-1	.B	No survey return
119	0.1	1	1	Strongly disagree
185	0.2	2	2	Disagree
1808	2.0	3	3	Neither agree nor disagree
10143	11.1	4	4	Agree
10229	11.2	5	5	Strongly agree
91024	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

My Service's training...

EA089DU Gives useful tools for dealing with racial/ethnic
harassment and discrimination.-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA084_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
13368	14.7	-9	.	No response
55226	60.7	-1	.B	No survey return
132	0.2	1	1	Strongly disagree
312	0.3	2	2	Disagree
2552	2.8	3	3	Neither agree nor disagree
10236	11.3	4	4	Agree
9198	10.1	5	5	Strongly agree
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

My Service's training...

EA089EU Explains the process for reporting racial/ethnic harassment
and discrimination.-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA084_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
13366	14.7	-9	.	No response
55226	60.7	-1	.B	No survey return
115	0.1	1	1	Strongly disagree
197	0.2	2	2	Disagree
1986	2.2	3	3	Neither agree nor disagree
10264	11.3	4	4	Agree
9870	10.8	5	5	Strongly agree
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

My Service's training...

EA089FU Makes you feel it is safe to complain about offensive,
race/ethnic-related situations.-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA084_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
13302	14.6	-9	.	No response
55226	60.7	-1	.B	No survey return
156	0.2	1	1	Strongly disagree
412	0.5	2	2	Disagree
2660	2.9	3	3	Neither agree nor disagree
9922	10.9	4	4	Agree
9346	10.3	5	5	Strongly agree
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

My Service's training...

EA089GU Promotes cross-cultural awareness.-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA084_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
13300	14.6	-9	.	No response
55226	60.7	-1	.B	No survey return
160	0.2	1	1	Strongly disagree
458	0.5	2	2	Disagree
2767	3.0	3	3	Neither agree nor disagree
9953	10.9	4	4	Agree
9160	10.1	5	5	Strongly agree
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

My Service's training...

EA089HU Provides information about policies, procedures, and consequences of racial/ethnic harassment and discrimination.-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA084_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
13353	14.7	-9	.	No response
55226	60.7	-1	.B	No survey return
95	0.1	1	1	Strongly disagree
156	0.2	2	2	Disagree
1947	2.1	3	3	Neither agree nor disagree
10536	11.6	4	4	Agree
9711	10.7	5	5	Strongly agree
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

My Service's training...

EA089IU Provides information on your Service's policies on participation in hate groups/gangs/extremist activities.-
Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA084_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
13317	14.6	-9	.	No response
55226	60.7	-1	.B	No survey return
117	0.1	1	1	Strongly disagree
287	0.3	2	2	Disagree
2266	2.5	3	3	Neither agree nor disagree
10344	11.4	4	4	Agree
9467	10.4	5	5	Strongly agree
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

My Service's training...

EA089JU

Promotes religious tolerance-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA084_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
13322	14.6	-9	.	No response
55226	60.7	-1	.B	No survey return
225	0.3	1	1	Strongly disagree
462	0.5	2	2	Disagree
3605	4.0	3	3	Neither agree nor disagree
9463	10.4	4	4	Agree
8721	9.6	5	5	Strongly agree
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

EA090U In your opinion, how effective was the training you
received in actually reducing/preventing behaviors which
might be seen as racial/ethnic harassment and
discrimination? -Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA129_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
13102	14.4	-9	.	No response
55226	60.7	-1	.B	No survey return
7896	8.7	1	1	Very effective
10453	11.5	2	2	Moderately effective
3378	3.7	3	3	Slightly effective
969	1.1	4	4	Not at all effective
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

EA097U

In your opinion, how often does racial/ethnic harassment
and discrimination occur in the military now, as compared
with a few years ago?-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA116_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
14764	16.2	-9	.	No response
55226	60.7	-1	.B	No survey return
4678	5.1	1	1	Much less often
8939	9.8	2	2	Less often
6239	6.9	3	3	About the same
367	0.4	4	4	More often
84	0.1	5	5	Much more often
727	0.8	99	99	Don't know, you have been in the military less than 5 years
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

EA098U In your opinion, have race/ethnic relations in the military
gotten better or worse over the last 5 years? -Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA113_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
15361	16.9	-9	.	No response
55226	60.7	-1	.B	No survey return
11909	13.1	1	1	Better today
8087	8.9	2	2	About the same as 5 years ago
441	0.5	3	3	Worse today
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

In your opinion, have opportunities in the military gotten better or worse over the last 5 years for...

EA099AU

Blacks or African Americans-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA053_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
15592	17.1	-9	.	No response
55226	60.7	-1	.B	No survey return
41	0.1	1	1	Much worse
242	0.3	2	2	Worse
8916	9.8	3	3	Neither better nor worse
7970	8.8	4	4	Better
3037	3.3	5	5	Much better
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

In your opinion, have opportunities in the military gotten better or worse over the last 5 years for...

EA099BU American Indians or Alaska Natives-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA053_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
15710	17.3	-9	.	No response
55226	60.7	-1	.B	No survey return
42	0.1	1	1	Much worse
205	0.2	2	2	Worse
10599	11.6	3	3	Neither better nor worse
6966	7.7	4	4	Better
2276	2.5	5	5	Much better
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

In your opinion, have opportunities in the military gotten better or worse over the last 5 years for...

EA099CU Asians, Native Hawaiians or Pacific Islanders-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA053_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
15764	17.3	-9	.	No response
55226	60.7	-1	.B	No survey return
33	0.0	1	1	Much worse
157	0.2	2	2	Worse
10170	11.2	3	3	Neither better nor worse
7292	8.0	4	4	Better
2382	2.6	5	5	Much better
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

In your opinion, have opportunities in the military gotten better or worse over the last 5 years for...

EA099DU

Spanish/Hispanic/Latinos-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA053_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
15758	17.3	-9	.	No response
55226	60.7	-1	.B	No survey return
40	0.0	1	1	Much worse
192	0.2	2	2	Worse
9197	10.1	3	3	Neither better nor worse
7898	8.7	4	4	Better
2713	3.0	5	5	Much better
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

In your opinion, have opportunities in the military gotten better or worse over the last 5 years for...

EA099EU Arab Americans-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA053_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
15818	17.4	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
540	0.6	1	1	Much worse
2599	2.9	2	2	Worse
9937	10.9	3	3	Neither better nor worse
5145	5.7	4	4	Better
1758	1.9	5	5	Much better
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

In your opinion, have opportunities in the military gotten better or worse over the last 5 years for...

EA099FU

Whites-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA053_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
15701	17.3	-9	.	No response
55226	60.7	-1	.B	No survey return
251	0.3	1	1	Much worse
1075	1.2	2	2	Worse
11784	13.0	3	3	Neither better nor worse
4871	5.4	4	4	Better
2116	2.3	5	5	Much better
91024	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information Gathered on the Survey-Confidential Variables

In your opinion, have opportunities in the military gotten better or worse over the last 5 years for...

EA099GU

Muslims-Unedited

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA053_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
15754	17.3	-9	.	No response
55226	60.7	-1	.B	No survey return
795	0.9	1	1	Much worse
3227	3.6	2	2	Worse
10431	11.5	3	3	Neither better nor worse
4249	4.7	4	4	Better
1342	1.5	5	5	Much better
91024	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

ACTPRO

Is the action still being processed?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
106	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
1074	1.2	1	1	No
368	0.4	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

AFFCOM

Variable used to create COMMITA

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA132_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
31	0.0	-9	.	No response
55226	60.7	-1	.B	No survey return
1863	2.1	0	0	0
10	0.0	1	1	1
7	0.0	2	2	2
41	0.1	3	3	3
51	0.1	4	4	4
589	0.7	5	5	5
33206	36.5	6	6	6
91024	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

COHESION

Unit Cohesion

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA132_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2673	2.9	-9	.	No response
55226	60.7	-1	.B	No survey return
349	0.4	1	1	1
115	0.1	1.25000	1.25	1.25
186	0.2	1.50000	1.5	1.5
279	0.3	1.75000	1.75	1.75
827	0.9	2	2	2
654	0.7	2.25000	2.25	2.25
5	0.0	2.33301	2.333007	2.333007
956	1.1	2.50000	2.5	2.5
6	0.0	2.66650	2.666503	2.666503
1159	1.3	2.75000	2.75	2.75
3389	3.7	3	3	3
2129	2.3	3.25000	3.25	3.25
14	0.0	3.33301	3.333007	3.333007
3053	3.4	3.50000	3.5	3.5
21	0.0	3.66650	3.666503	3.666503
3336	3.7	3.75000	3.75	3.75
10307	11.3	4	4	4
1470	1.6	4.25000	4.25	4.25
8	0.0	4.33301	4.333007	4.333007
1079	1.2	4.50000	4.5	4.5
5	0.0	4.66602	4.666015	4.666015
947	1.0	4.75000	4.75	4.75
2831	3.1	5	5	5
91024	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

COMBO Combination item--Member Incident-DoD, Member Incident-Community, Member/Family Incident, combinations of these items, and did not experience any racial/ethnic harassment (with Q49).

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA046_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
31	0.0	-9	.	No response
55226	60.7	-1	.B	No survey return
409	0.5	1	1	Member Incident-DoD (Single Category)
177	0.2	2	2	Member Incident-Community (Single Category)
164	0.2	3	3	Member/Family Incident (Single Category)
981	1.1	4	4	Combination of Member Incident-DoD and Member Incident-Community
2067	2.3	5	5	Combination of Member Incident-DoD and Member Incident-Community, and Member/Family Incident
31969	35.1	6	6	Did not experience ANY racial/ethnic harassment or discrimination
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

COMBO_6

Seperate Level 6 of COMBO--Member Incident-DoD, Member Incident-Community, Member/Family Incident, combinations of these items, and did not experience any racial/ethnic harassment (with Q49).

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	COMBO_6_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
3800	4.2	1	1	Other response
31998	35.2	2	2	Did not experience ANY racial/ethnic harassment or discrimination
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

COMBO2 Combination item--Member Incident-DoD, Member Incident-Community, Member/Family Incident, combinations of these items, and did not experience any racial/ethnic harassment (without Q49).

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA046_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
31	0.0	-9	.	No response
55226	60.7	-1	.B	No survey return
4218	4.6	1	1	Member Incident-DoD (Single Category)
2875	3.2	2	2	Member Incident-Community (Single Category)
301	0.3	3	3	Member/Family Incident (Single Category)
7477	8.2	4	4	Combination of Member Incident-DoD and Member Incident-Community
3384	3.7	5	5	Combination of Member Incident-DoD and Member Incident-Community, and Member/Family Incident
17512	19.2	6	6	Did not experience ANY racial/ethnic harassment or discrimination
91024	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

COMBO2_6 Seperate Level 6 of COMBO2--Member Incident-DoD, Member Incident-Community, Member/Family Incident, combinations of these items, and did not experience any racial/ethnic harassment (without Q49).

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	COMBO_6_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
18278	20.1	1	1	Other response
17520	19.3	2	2	Did not experience ANY racial/ethnic harassment or discrimination
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

COMBO3 Combination item--Member Incident-DoD, Member Incident-Community, Member/Family Incident, combinations of these items, and did not experience any racial/ethnic harassment (with Q49).

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA029_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
31	0.0	-9	.	No response
55226	60.7	-1	.B	No survey return
31969	35.1	1	1	Did not experience ANY racial/ethnic harassment or discrimination
3798	4.2	2	2	Combination of Member Incident-DoD and Member Incident-Community, and Member/Family Incident
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

COMBO4 Combination item--Member Incident-DoD, Member Incident-Community, Member/Family Incident, combinations of these items, and did not experience any racial/ethnic harassment (without Q49).

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA029_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
31	0.0	-9	.	No response
55226	60.7	-1	.B	No survey return
17512	19.2	1	1	Did not experience ANY racial/ethnic harassment or discrimination
18255	20.1	2	2	Combination of Member Incident-DoD and Member Incident-Community, and Member/Family Incident
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

CONCOM

Variable used to create COMMITC

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA132_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
31	0.0	-9	.	No response
55226	60.7	-1	.B	No survey return
1871	2.1	0	0	0
28	0.0	1	1	1
11	0.0	2	2	2
71	0.1	3	3	3
535	0.6	4	4	4
33251	36.5	5	5	5
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

CSATSCALE Variable used to create CWORKSAT

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA007_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
31	0.0	-9	.	No response
55226	60.7	-1	.B	No survey return
2239	2.5	0	0	0
9	0.0	1	1	1
7	0.0	2	2	2
12	0.0	3	3	3
439	0.5	4	4	4
33061	36.3	5	5	5
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

CWORKSAT

Coworker Satisfaction Scale

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA132_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2286	2.5	-9	.	No response
55226	60.7	-1	.B	No survey return
209	0.2	1	1	1
89	0.1	1.19995	1.199951	1.199951
1	0.0	1.25000	1.25	1.25
124	0.1	1.39990	1.399902	1.399902
1	0.0	1.50000	1.5	1.5
193	0.2	1.59985	1.599853	1.599853
2	0.0	1.75000	1.75	1.75
288	0.3	1.79980	1.799804	1.799804
479	0.5	2	2	2
518	0.6	2.19971	2.199707	2.199707
8	0.0	2.25000	2.25	2.25
1	0.0	2.33301	2.333007	2.333007
716	0.8	2.39990	2.399902	2.399902
26	0.0	2.50000	2.5	2.5
821	0.9	2.59961	2.599609	2.599609
20	0.0	2.75000	2.75	2.75
1031	1.1	2.79980	2.799804	2.799804
1845	2.0	3	3	3
1474	1.6	3.19971	3.199707	3.199707
39	0.0	3.25000	3.25	3.25
1644	1.8	3.39990	3.399902	3.399902
42	0.1	3.50000	3.5	3.5
2601	2.9	3.59961	3.599609	3.599609
3	0.0	3.66650	3.666503	3.666503
39	0.0	3.75000	3.75	3.75
3131	3.4	3.79980	3.799804	3.799804
9157	10.1	4	4	4
1796	2.0	4.19922	4.199218	4.199218
31	0.0	4.25000	4.25	4.25
1247	1.4	4.39941	4.399414	4.399414
11	0.0	4.50000	4.5	4.5
1182	1.3	4.59961	4.599609	4.599609
19	0.0	4.75000	4.75	4.75
1291	1.4	4.79980	4.799804	4.799804
3433	3.8	5	5	5
91024	99.8	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

DEPLYDY2

Recode-Deploy status

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EA248_	NUM	3	STDOS4

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 365.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

DPLYDYRA Recode DEPLYDY-In the past 12 months, how many nights have you been away from your permanent duty station because of your military duties?

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EA007_	NUM	3	STDOS2

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 365.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA010R

Recode EA010-How many years have you been married to your current spouse? If you are not married, how long have you been in a relationship with your current significant other (that is, girlfriend or boyfriend)?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA030_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1591	1.8	-9	.	No response
3	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
6611	7.3	1	1	Does not apply; I am not married and I do not have a girlfriend/boyfriend
3654	4.0	2	2	Less than 1 year
10338	11.4	3	3	1 year to less than 6 years
4157	4.6	4	4	6 years to less than 10 years
9444	10.4	5	5	10 years or more
91024	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA010R2

Briefing-How many years have you been married to your current spouse? If you are not married, how long have you been in a relationship with your current significant other (that is, girlfriend or boyfriend)?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA039_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
8202	9.0	-9	.	No response
3	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
3654	4.0	1	1	Less than 1 year
10338	11.4	2	2	1 year to less than 6 years
4157	4.6	3	3	6 years to less than 10 years
9444	10.4	4	4	10 years or more
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA014R2

Briefing-In general, has your life been better or worse
than you expected when you first entered the military?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA014R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1548	1.7	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
3165	3.5	1	1	Much worse/Worse
9262	10.2	2	2	Neither better nor worse
21822	24.0	3	3	Better/Much better
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA015R2

Briefing-In general, has your work been better or worse
than you expected when you first entered the military?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA014R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1700	1.9	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
5707	6.3	1	1	Much worse/Worse
9806	10.8	2	2	Neither better nor worse
18584	20.4	3	3	Better/Much better
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA016R2

Briefing- Suppose that you have to decide whether to stay on active duty. Assuming you could stay, how likely is it that you would choose to do so?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA016R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1585	1.7	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
8432	9.3	1	1	Very unlikely/Unlikely
3909	4.3	2	2	Neither likely nor unlikely
21871	24.0	3	3	Likely/Very likely
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA017R

Recode EA017-Does your spouse or significant other think
you should stay on or leave active duty?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
173	0.2	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
8180	9.0	-6	.N	Not applicable
4005	4.4	1	1	Strongly favors leaving
4709	5.2	2	2	Somewhat favors leaving
3947	4.3	3	3	Has no opinion one way or the other
7213	7.9	4	4	Somewhat favors staying
7570	8.3	5	5	Strongly favors staying
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA017R2

Briefing-Does your spouse or significant other think you
should stay on or leave active duty?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA017R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
173	0.2	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
8180	9.0	-6	.N	Not applicable
8714	9.6	1	1	Strongly favors leaving/Somewhat favors leaving
3947	4.3	2	2	Has no opinion one way or the other
14783	16.2	3	3	Somewhat favors staying/Strongly favors staying
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA018R2 Briefing-Does your family think you should stay on or leave active duty?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA017R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1677	1.8	-9	.	No response
2	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
10042	11.0	1	1	Strongly favors leaving/Somewhat favors leaving
8133	8.9	2	2	Has no opinion one way or the other
15944	17.5	3	3	Somewhat favors staying/Strongly favors staying
91024	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA022AR

Recode EA022A-If you had a close personal friend
considering active-duty military service, would you
recommend that he/she join? A friend who is White

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2277	2.5	-9	.	No response
55226	60.7	-1	.B	No survey return
7127	7.8	1	1	No
26394	29.0	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA024R2 Briefing-Overall, how satisfied are you with the military way of life?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA024R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1792	2.0	-9	.	No response
2	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
5019	5.5	1	1	Very dissatisfied/Dissatisfied
4901	5.4	2	2	Neither satisfied nor dissatisfied
24084	26.5	3	3	Satisfied/Very satisfied
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA025AR2

Briefing- How much do you agree or disagree with each of
the following statements? I enjoy serving in the military

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA025R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1937	2.1	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
2106	2.3	1	1	Strongly disagree/Disagree
3471	3.8	2	2	Neither agree nor disagree
28283	31.1	3	3	Agree/Strongly agree
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA025BR2

Briefing-How much do you agree or disagree with each of the following statements? Serving in the military is consistent with my personal goals

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA025R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2124	2.3	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
4181	4.6	1	1	Strongly disagree/Disagree
5272	5.8	2	2	Neither agree nor disagree
24220	26.6	3	3	Agree/Strongly agree
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA025CR2

Briefing-How much do you agree or disagree with each of the following statements? If I left the military, I would feel like I'm starting all over again

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA025R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2074	2.3	-9	.	No response
55226	60.7	-1	.B	No survey return
10182	11.2	1	1	Strongly disagree/Disagree
6038	6.6	2	2	Neither agree nor disagree
17504	19.2	3	3	Agree/Strongly agree
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA025DR2

Briefing- How much do you agree or disagree with each of the following statements? I would feel guilty if I left the military

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA025R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2233	2.5	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
19481	21.4	1	1	Strongly disagree/Disagree
7670	8.4	2	2	Neither agree nor disagree
6413	7.1	3	3	Agree/Strongly agree
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA025ER2

Briefing-How much do you agree or disagree with each of the following statements? Generally, on a day-to-day basis, I am happy with my life in the military

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA025R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2031	2.2	-9	.	No response
55226	60.7	-1	.B	No survey return
4733	5.2	1	1	Strongly disagree/Disagree
5718	6.3	2	2	Neither agree nor disagree
23316	25.6	3	3	Agree/Strongly agree
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA025FR2

Briefing- How much do you agree or disagree with each of the following statements? It would be difficult for me to leave the military and give up the benefits that are available in the Service

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA025R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1983	2.2	-9	.	No response
55226	60.7	-1	.B	No survey return
9803	10.8	1	1	Strongly disagree/Disagree
6146	6.8	2	2	Neither agree nor disagree
17866	19.6	3	3	Agree/Strongly agree
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA025GR2

Briefing-How much do you agree or disagree with each of the following statements? I would not leave the military right now because I have a sense of obligation to the people in it

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA025R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2020	2.2	-9	.	No response
55226	60.7	-1	.B	No survey return
10744	11.8	1	1	Strongly disagree/Disagree
8763	9.6	2	2	Neither agree nor disagree
14271	15.7	3	3	Agree/Strongly agree
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA025HR2

Briefing- How much do you agree or disagree with each of the following statements? I really feel as if the military's values are my own

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA025R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2076	2.3	-9	.	No response
55226	60.7	-1	.B	No survey return
4235	4.7	1	1	Strongly disagree/Disagree
6898	7.6	2	2	Neither agree nor disagree
22589	24.8	3	3	Agree/Strongly agree
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA025IR2

Briefing- How much do you agree or disagree with each of the following statements? I would have difficulty finding a job if I left the military

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA025R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2114	2.3	-9	.	No response
55226	60.7	-1	.B	No survey return
25689	28.2	1	1	Strongly disagree/Disagree
4896	5.4	2	2	Neither agree nor disagree
3099	3.4	3	3	Agree/Strongly agree
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA025JR2

Briefing-How much do you agree or disagree with each of the following statements? Generally, on a day-to-day basis, I am proud to be in the military

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA025R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2046	2.3	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
1050	1.2	1	1	Strongly disagree/Disagree
2964	3.3	2	2	Neither agree nor disagree
29737	32.7	3	3	Agree/Strongly agree
91024	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA025KR2

Briefing- How much do you agree or disagree with each of the following statements? If I left the military, I would feel like I had let my country down

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA025R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1997	2.2	-9	.	No response
55226	60.7	-1	.B	No survey return
22218	24.4	1	1	Strongly disagree/Disagree
6487	7.1	2	2	Neither agree nor disagree
5096	5.6	3	3	Agree/Strongly agree
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA025LR2

Briefing- How much do you agree or disagree with each of the following statements? I continue to serve in the military because leaving would require considerable sacrifice

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA025R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2064	2.3	-9	.	No response
55226	60.7	-1	.B	No survey return
18704	20.6	1	1	Strongly disagree/Disagree
8138	8.9	2	2	Neither agree nor disagree
6892	7.6	3	3	Agree/Strongly agree
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA025MR2

Briefing- How much do you agree or disagree with each of the following statements? I feel like being a member of the military can help me achieve what I want in life

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA025R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2039	2.2	-9	.	No response
55226	60.7	-1	.B	No survey return
4321	4.8	1	1	Strongly disagree/Disagree
7216	7.9	2	2	Neither agree nor disagree
22222	24.4	3	3	Agree/Strongly agree
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA025NR2

Briefing-How much do you agree or disagree with each of the following statements? One of the problems with leaving the military would be the lack of available alternatives

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA025R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2096	2.3	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
21667	23.8	1	1	Strongly disagree/Disagree
6520	7.2	2	2	Neither agree nor disagree
5514	6.1	3	3	Agree/Strongly agree
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA025OR2

Briefing-How much do you agree or disagree with each of the following statements? I am committed to making the military my career

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA025R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2116	2.3	-9	.	No response
55226	60.7	-1	.B	No survey return
6872	7.6	1	1	Strongly disagree/Disagree
7633	8.4	2	2	Neither agree nor disagree
19177	21.1	3	3	Agree/Strongly agree
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA025PR2

Briefing- How much do you agree or disagree with each of the following statements? My Service's evaluation/selection system is effective in promoting its best members

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA025R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2129	2.3	-9	.	No response
55226	60.7	-1	.B	No survey return
14450	15.9	1	1	Strongly disagree/Disagree
7666	8.4	2	2	Neither agree nor disagree
11553	12.7	3	3	Agree/Strongly agree
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA025QR2

Briefing- How much do you agree or disagree with each of
the following statements? I am proud to tell others that I
am a member of my Service

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA025R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2021	2.2	-9	.	No response
55226	60.7	-1	.B	No survey return
800	0.9	1	1	Strongly disagree/Disagree
2936	3.2	2	2	Neither agree nor disagree
30041	33.0	3	3	Agree/Strongly agree
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA031RA Recode EA031-How many days have you been deployed to a combat zone or an area where you drew imminent danger or hostile fire pay since September 11, 2001?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA007_	NUM	3	STDOS2

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 1 to 999.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA034M

Recode EA034M-What is the race/ethnic background of your
immediate supervisor in your current military work group?
Marked more than one

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA252_	NUM	4	STDOS6

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2353	2.6	-9	.	No response
55226	60.7	-1	.B	No survey return
1839	2.0	11111	11111	11111
240	0.3	11112	11112	11112
1079	1.2	11121	11121	11121
15	0.0	11122	11122	11122
92	0.1	11211	11211	11211
1	0.0	11212	11212	11212
2	0.0	11221	11221	11221
1	0.0	11222	11222	11222
5176	5.7	12111	12111	12111
7	0.0	12112	12112	12112
16	0.0	12121	12121	12121
1	0.0	12122	12122	12122
11	0.0	12211	12211	12211
24587	27.0	21111	21111	21111
14	0.0	21112	21112	21112
74	0.1	21121	21121	21121
2	0.0	21122	21122	21122
51	0.1	21211	21211	21211
1	0.0	21221	21221	21221
188	0.2	22111	22111	22111
1	0.0	22112	22112	22112
21	0.0	22121	22121	22121
4	0.0	22122	22122	22122
1	0.0	22211	22211	22211
2	0.0	22221	22221	22221
19	0.0	22222	22222	22222
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA034MR2

Recode EA034M-What is the race/ethnic background of your
immediate supervisor in your current military work group?
Marked more than one

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA076_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2353	2.6	-9	.	No response
55226	60.7	-1	.B	No survey return
31174	34.3	1	1	Not Marked
2271	2.5	2	2	Marked
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA035AR2

Briefing-How much do you agree or disagree with the following statements about your supervisor? You trust your supervisor.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA025R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2224	2.4	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
3169	3.5	1	1	Strongly disagree/Disagree
4464	4.9	2	2	Neither agree nor disagree
25940	28.5	3	3	Agree/Strongly agree
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA035BR2

Briefing- How much do you agree or disagree with the following statements about your supervisor? Your supervisor ensures that all assigned personnel are treated fairly.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA025R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2275	2.5	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
3324	3.7	1	1	Strongly disagree/Disagree
4433	4.9	2	2	Neither agree nor disagree
25765	28.3	3	3	Agree/Strongly agree
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA035CR2

Briefing- How much do you agree or disagree with the following statements about your supervisor? There is very little conflict between your supervisor and the people who report to him/her

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA025R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2252	2.5	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
4412	4.9	1	1	Strongly disagree/Disagree
4950	5.4	2	2	Neither agree nor disagree
24183	26.6	3	3	Agree/Strongly agree
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA035DR2

Briefing-How much do you agree or disagree with the following statements about your supervisor? Your supervisor evaluates your work performance fairly.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA025R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2263	2.5	-9	.	No response
55226	60.7	-1	.B	No survey return
2607	2.9	1	1	Strongly disagree/Disagree
5327	5.9	2	2	Neither agree nor disagree
25601	28.1	3	3	Agree/Strongly agree
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA035ER2

Briefing-How much do you agree or disagree with the following statements about your supervisor? Your supervisor assigns work fairly in your work group.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA025R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2279	2.5	-9	.	No response
55226	60.7	-1	.B	No survey return
3274	3.6	1	1	Strongly disagree/Disagree
5345	5.9	2	2	Neither agree nor disagree
24900	27.4	3	3	Agree/Strongly agree
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA035FR2

Briefing- How much do you agree or disagree with the following statements about your supervisor? You are satisfied with the direction/supervision you receive.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA025R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2267	2.5	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
4764	5.2	1	1	Strongly disagree/Disagree
5069	5.6	2	2	Neither agree nor disagree
23697	26.0	3	3	Agree/Strongly agree
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA036R2

Briefing-In your opinion, have you had a mentor while in
the military?

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA		EA069_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2246	2.5	-9	.	No response
3	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
9975	11.0	1	1	No
22986	25.3	2	2	Yes
588	0.7	3	3	Not sure
91024	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA036RA In your opinion, have you had a mentor while in the
military?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2246	2.5	-9	.	No response
3	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
10563	11.6	1	1	No
22986	25.3	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA037AR2

Briefing-How much do you agree or disagree with the following statements about the people you work with at your workplace? There is very little conflict among your coworkers.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA025R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2304	2.5	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
6472	7.1	1	1	Strongly disagree/Disagree
5693	6.3	2	2	Neither agree nor disagree
21328	23.4	3	3	Agree/Strongly agree
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA037BR2

Briefing- How much do you agree or disagree with the following statements about the people you work with at your workplace? Your coworkers put in the effort required for their jobs.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA025R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2409	2.7	-9	.	No response
55226	60.7	-1	.B	No survey return
5108	5.6	1	1	Strongly disagree/Disagree
5473	6.0	2	2	Neither agree nor disagree
22808	25.1	3	3	Agree/Strongly agree
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA037CR2

Briefing- How much do you agree or disagree with the following statements about the people you work with at your workplace? The people in your work group tend to get along.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA025R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2411	2.7	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
2628	2.9	1	1	Strongly disagree/Disagree
4470	4.9	2	2	Neither agree nor disagree
26288	28.9	3	3	Agree/Strongly agree
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA037DR2

Briefing-How much do you agree or disagree with the following statements about the people you work with at your workplace? The people in your work group are willing to help each other.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA025R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2372	2.6	-9	.	No response
55226	60.7	-1	.B	No survey return
2893	3.2	1	1	Strongly disagree/Disagree
4974	5.5	2	2	Neither agree nor disagree
25559	28.1	3	3	Agree/Strongly agree
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA037ER2

Briefing-How much do you agree or disagree with the following statements about the people you work with at your workplace? You are satisfied with the relationships you have with your coworkers

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA025R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2372	2.6	-9	.	No response
55226	60.7	-1	.B	No survey return
2671	2.9	1	1	Strongly disagree/Disagree
5019	5.5	2	2	Neither agree nor disagree
25736	28.3	3	3	Agree/Strongly agree
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA037FR2

Briefing- How much do you agree or disagree with the following statements about the people you work with at your workplace? You put more effort into your job than your coworkers do

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA025R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2326	2.6	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
4261	4.7	1	1	Strongly disagree/Disagree
14295	15.7	2	2	Neither agree nor disagree
14915	16.4	3	3	Agree/Strongly agree
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA038AR2

Briefing-How much do you agree or disagree with the following statements about your workplace? I know what is expected of me at work

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA025R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2570	2.8	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
1422	1.6	1	1	Strongly disagree/Disagree
1924	2.1	2	2	Neither agree nor disagree
29881	32.8	3	3	Agree/Strongly agree
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA038BR2

Briefing-How much do you agree or disagree with the following statements about your workplace? I have the materials and equipment I need to do my work right

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA025R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2654	2.9	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
6221	6.8	1	1	Strongly disagree/Disagree
4298	4.7	2	2	Neither agree nor disagree
22624	24.9	3	3	Agree/Strongly agree
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA038CR2

Briefing-How much do you agree or disagree with the following statements about your workplace? At work, I have the opportunity to do what I do best every day

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA025R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2661	2.9	-9	.	No response
55226	60.7	-1	.B	No survey return
6374	7.0	1	1	Strongly disagree/Disagree
5829	6.4	2	2	Neither agree nor disagree
20934	23.0	3	3	Agree/Strongly agree
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA038DR2

Briefing-How much do you agree or disagree with the following statements about your workplace? In the last 7 days, I have received recognition or praise for doing good work

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA025R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2619	2.9	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
10686	11.7	1	1	Strongly disagree/Disagree
7380	8.1	2	2	Neither agree nor disagree
15112	16.6	3	3	Agree/Strongly agree
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA038ER2

Briefing-How much do you agree or disagree with the following statements about your workplace? My supervisor, or someone at work, seems to care about me as a person

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA025R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2622	2.9	-9	.	No response
55226	60.7	-1	.B	No survey return
3452	3.8	1	1	Strongly disagree/Disagree
5775	6.3	2	2	Neither agree nor disagree
23949	26.3	3	3	Agree/Strongly agree
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA038FR2

Briefing-How much do you agree or disagree with the following statements about your workplace? There is someone at work who encourages my development

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA025R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2604	2.9	-9	.	No response
2	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
5148	5.7	1	1	Strongly disagree/Disagree
6700	7.4	2	2	Neither agree nor disagree
21344	23.5	3	3	Agree/Strongly agree
91024	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA038GR2

Briefing-How much do you agree or disagree with the following statements about your workplace? At work, my opinions seem to count

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA025R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2633	2.9	-9	.	No response
55226	60.7	-1	.B	No survey return
5107	5.6	1	1	Strongly disagree/Disagree
5548	6.1	2	2	Neither agree nor disagree
22510	24.7	3	3	Agree/Strongly agree
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA038HR2

Briefing-How much do you agree or disagree with the following statements about your workplace? The mission/purpose of my Service makes me feel my job is important

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA025R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2672	2.9	-9	.	No response
55226	60.7	-1	.B	No survey return
3867	4.3	1	1	Strongly disagree/Disagree
5112	5.6	2	2	Neither agree nor disagree
24147	26.5	3	3	Agree/Strongly agree
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA038IR2

Briefing-How much do you agree or disagree with the following statements about your workplace? My coworkers are committed to doing quality work

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA025R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2682	3.0	-9	.	No response
55226	60.7	-1	.B	No survey return
3197	3.5	1	1	Strongly disagree/Disagree
6474	7.1	2	2	Neither agree nor disagree
23445	25.8	3	3	Agree/Strongly agree
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA038JR2

Briefing-How much do you agree or disagree with the following statements about your workplace? I have a best friend at work

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA025R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2699	3.0	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
13588	14.9	1	1	Strongly disagree/Disagree
9163	10.1	2	2	Neither agree nor disagree
10347	11.4	3	3	Agree/Strongly agree
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA038KR2

Briefing-How much do you agree or disagree with the following statements about your workplace? In the last 6 months, someone at work has talked to me about my progress

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA025R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2597	2.9	-9	.	No response
55226	60.7	-1	.B	No survey return
6089	6.7	1	1	Strongly disagree/Disagree
4351	4.8	2	2	Neither agree nor disagree
22761	25.0	3	3	Agree/Strongly agree
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA038LR2

Briefing-How much do you agree or disagree with the following statements about your workplace? This last year, I have had opportunities at work to learn and to grow

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA025R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2627	2.9	-9	.	No response
55226	60.7	-1	.B	No survey return
3280	3.6	1	1	Strongly disagree/Disagree
3826	4.2	2	2	Neither agree nor disagree
26065	28.6	3	3	Agree/Strongly agree
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA038MR2

Briefing-How much do you agree or disagree with the following statements about your workplace? At my workplace, a person's job opportunities and promotions are based only on work-related characteristics

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA025R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2645	2.9	-9	.	No response
55226	60.7	-1	.B	No survey return
11096	12.2	1	1	Strongly disagree/Disagree
9260	10.2	2	2	Neither agree nor disagree
12797	14.1	3	3	Agree/Strongly agree
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA038NR2

Briefing-How much do you agree or disagree with the following statements about your workplace? My supervisor helps everyone in my work group feel included

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA025R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2678	2.9	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
4600	5.1	1	1	Strongly disagree/Disagree
7800	8.6	2	2	Neither agree nor disagree
20719	22.8	3	3	Agree/Strongly agree
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA038OR2

Briefing-How much do you agree or disagree with the following statements about your workplace? I trust my supervisor to deal fairly with issues of equal treatment at my workplace

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA025R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2712	3.0	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
3694	4.1	1	1	Strongly disagree/Disagree
4869	5.4	2	2	Neither agree nor disagree
24522	26.9	3	3	Agree/Strongly agree
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA038PR2

Briefing-How much do you agree or disagree with the following statements about your workplace? At my workplace, all employees are kept well informed about issues and decisions that affect them

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA025R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2674	2.9	-9	.	No response
55226	60.7	-1	.B	No survey return
7524	8.3	1	1	Strongly disagree/Disagree
6002	6.6	2	2	Neither agree nor disagree
19598	21.5	3	3	Agree/Strongly agree
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA039AR2

Briefing-How much do you agree or disagree with the following statements about the work you do at your workplace? Your work provides you with a sense of pride.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA025R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2583	2.8	-9	.	No response
55226	60.7	-1	.B	No survey return
3248	3.6	1	1	Strongly disagree/Disagree
4857	5.3	2	2	Neither agree nor disagree
25110	27.6	3	3	Agree/Strongly agree
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA039BR2

Briefing-How much do you agree or disagree with the following statements about the work you do at your workplace? Your work makes good use of your skills.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA025R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2647	2.9	-9	.	No response
55226	60.7	-1	.B	No survey return
5885	6.5	1	1	Strongly disagree/Disagree
4914	5.4	2	2	Neither agree nor disagree
22352	24.6	3	3	Agree/Strongly agree
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA039CR2

Briefing-How much do you agree or disagree with the following statements about the work you do at your workplace? You like the kind of work you do.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA025R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2662	2.9	-9	.	No response
55226	60.7	-1	.B	No survey return
5234	5.8	1	1	Strongly disagree/Disagree
5233	5.8	2	2	Neither agree nor disagree
22669	24.9	3	3	Agree/Strongly agree
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA039DR2

Briefing-How much do you agree or disagree with the following statements about the work you do at your workplace? Your job gives you the chance to acquire valuable skills.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA025R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2606	2.9	-9	.	No response
55226	60.7	-1	.B	No survey return
3923	4.3	1	1	Strongly disagree/Disagree
4985	5.5	2	2	Neither agree nor disagree
24284	26.7	3	3	Agree/Strongly agree
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA039ER2

Briefing-How much do you agree or disagree with the following statements about the work you do at your workplace? You are satisfied with your job as a whole

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA025R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2631	2.9	-9	.	No response
55226	60.7	-1	.B	No survey return
5411	5.9	1	1	Strongly disagree/Disagree
5463	6.0	2	2	Neither agree nor disagree
22293	24.5	3	3	Agree/Strongly agree
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA040AR2 Briefing-Overall, how well prepared...Are you to perform
your wartime job?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA040R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2679	2.9	-9	.	No response
55226	60.7	-1	.B	No survey return
2055	2.3	1	1	Very poorly prepared/Poorly prepared
6107	6.7	2	2	Neither well nor poorly prepared
24957	27.4	3	3	Well prepared/Very well prepared
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA040BR2

Briefing-Overall, how well prepared...Is your unit to
perform its wartime mission?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA040R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2706	3.0	-9	.	No response
55226	60.7	-1	.B	No survey return
3208	3.5	1	1	Very poorly prepared/Poorly prepared
8137	8.9	2	2	Neither well nor poorly prepared
21747	23.9	3	3	Well prepared/Very well prepared
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA041AR2 Briefing-How would you rate...Your current level of morale?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA041R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2859	3.1	-9	.	No response
2	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
6270	6.9	1	1	Very low/Low
11091	12.2	2	2	Moderate
15576	17.1	3	3	High/Very high
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA041BR2 Briefing-How would you rate...The current level of morale
in your unit?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA041R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2779	3.1	-9	.	No response
2	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
7245	8.0	1	1	Very low/Low
13798	15.2	2	2	Moderate
11974	13.2	3	3	High/Very high
91024	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA042AR2

Briefing-How much do you agree or disagree with the following statements about your unit? Service members in your unit really care about each other

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA025R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2683	3.0	-9	.	No response
2	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
4297	4.7	1	1	Strongly disagree/Disagree
9155	10.1	2	2	Neither agree nor disagree
19661	21.6	3	3	Agree/Strongly agree
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA042BR2

Briefing-How much do you agree or disagree with the following statements about your unit? Service members in your unit work well as a team

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA025R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2710	3.0	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
2904	3.2	1	1	Strongly disagree/Disagree
6802	7.5	2	2	Neither agree nor disagree
23381	25.7	3	3	Agree/Strongly agree
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA042CR2

Briefing-How much do you agree or disagree with the following statements about your unit? Service members in your unit pull together to get the job done

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA025R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2698	3.0	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
2189	2.4	1	1	Strongly disagree/Disagree
5440	6.0	2	2	Neither agree nor disagree
25470	28.0	3	3	Agree/Strongly agree
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA042DR2

Briefing-How much do you agree or disagree with the following statements about your unit? Service members in your unit trust each other

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA025R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2739	3.0	-9	.	No response
55226	60.7	-1	.B	No survey return
5040	5.5	1	1	Strongly disagree/Disagree
9443	10.4	2	2	Neither agree nor disagree
18576	20.4	3	3	Agree/Strongly agree
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA043AR2 Briefing-In the past month, how often have you...Been upset
because of something that happened unexpectedly?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA043R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2883	3.2	-9	.	No response
55226	60.7	-1	.B	No survey return
2601	2.9	1	1	Never
23598	25.9	2	2	Almost never/Sometimes
6716	7.4	3	3	Fairly often/Very often
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA043AR3

In the past month, how often have you...Been upset because
of something that happened unexpectedly?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA008_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2883	3.2	-9	.	No response
55226	60.7	-1	.B	No survey return
2601	2.9	0	0	Never
8735	9.6	1	1	Almost never
14863	16.3	2	2	Sometimes
4654	5.1	3	3	Fairly often
2062	2.3	4	4	Very often
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA043BR2

Briefing-In the past month, how often have you...Felt that
you were unable to control the important things in your
life?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA043R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2973	3.3	-9	.	No response
55226	60.7	-1	.B	No survey return
5540	6.1	1	1	Never
21034	23.1	2	2	Almost never/Sometimes
6251	6.9	3	3	Fairly often/Very often
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA043BR3

In the past month, how often have you...Felt that you were
unable to control the important things in your life?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA008_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2973	3.3	-9	.	No response
55226	60.7	-1	.B	No survey return
5540	6.1	0	0	Never
10410	11.4	1	1	Almost never
10624	11.7	2	2	Sometimes
3970	4.4	3	3	Fairly often
2281	2.5	4	4	Very often
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA043CR2 Briefing-In the past month, how often have you...Felt
nervous and stressed?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA043R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2973	3.3	-9	.	No response
55226	60.7	-1	.B	No survey return
2785	3.1	1	1	Never
21400	23.5	2	2	Almost never/Sometimes
8640	9.5	3	3	Fairly often/Very often
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA043CR3 In the past month, how often have you...Felt nervous and stressed?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA008_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2973	3.3	-9	.	No response
55226	60.7	-1	.B	No survey return
2785	3.1	0	0	Never
7765	8.5	1	1	Almost never
13635	15.0	2	2	Sometimes
5619	6.2	3	3	Fairly often
3021	3.3	4	4	Very often
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA043DR2

Briefing-In the past month, how often have you...Felt
confident about your ability to handle your personal
problems?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA043R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3087	3.4	-9	.	No response
3	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
1045	1.2	1	1	Never
7478	8.2	2	2	Almost never/Sometimes
24185	26.6	3	3	Fairly often/Very often
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA043DR3

In the past month, how often have you...Felt confident
about your ability to handle your personal problems?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA010_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3087	3.4	-9	.	No response
3	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
13104	14.4	0	0	Very often
11081	12.2	1	1	Fairly often
5532	6.1	2	2	Sometimes
1946	2.1	3	3	Almost never
1045	1.2	4	4	Never
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA043ER2

Briefing-In the past month, how often have you...Felt that
things were going your way?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA043R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3021	3.3	-9	.	No response
55226	60.7	-1	.B	No survey return
1089	1.2	1	1	Never
16107	17.7	2	2	Almost never/Sometimes
15581	17.1	3	3	Fairly often/Very often
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA043ER3

In the past month, how often have you...Felt that things
were going your way?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA010_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3021	3.3	-9	.	No response
55226	60.7	-1	.B	No survey return
3966	4.4	0	0	Very often
11615	12.8	1	1	Fairly often
12684	13.9	2	2	Sometimes
3423	3.8	3	3	Almost never
1089	1.2	4	4	Never
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA043FR2

Briefing-In the past month, how often have you...Found that
you could not cope with all of the things you had to do?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA043R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2936	3.2	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
10287	11.3	1	1	Never
19746	21.7	2	2	Almost never/Sometimes
2828	3.1	3	3	Fairly often/Very often
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA043FR3

In the past month, how often have you...Found that you
could not cope with all of the things you had to do?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA008_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2936	3.2	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
10287	11.3	0	0	Never
11909	13.1	1	1	Almost never
7837	8.6	2	2	Sometimes
1964	2.2	3	3	Fairly often
864	1.0	4	4	Very often
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA043GR2

Briefing-In the past month, how often have you...Been able
to control irritations in your life?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA043R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3037	3.3	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
1356	1.5	1	1	Never
11510	12.7	2	2	Almost never/Sometimes
19894	21.9	3	3	Fairly often/Very often
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA043GR3

In the past month, how often have you...Been able to
control irritations in your life?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA010_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3037	3.3	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
7290	8.0	0	0	Very often
12604	13.9	1	1	Fairly often
8690	9.6	2	2	Sometimes
2820	3.1	3	3	Almost never
1356	1.5	4	4	Never
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA043HR2 Briefing-In the past month, how often have you...Felt that
you were on top of things?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA043R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3099	3.4	-9	.	No response
55226	60.7	-1	.B	No survey return
595	0.7	1	1	Never
10613	11.7	2	2	Almost never/Sometimes
21491	23.6	3	3	Fairly often/Very often
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA043HR3

In the past month, how often have you...Felt that you were
on top of things?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA010_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3099	3.4	-9	.	No response
55226	60.7	-1	.B	No survey return
6837	7.5	0	0	Very often
14654	16.1	1	1	Fairly often
8649	9.5	2	2	Sometimes
1964	2.2	3	3	Almost never
595	0.7	4	4	Never
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA043IR2

Briefing-In the past month, how often have you...Been
angered because of things that were outside of your
control?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA043R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2944	3.2	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
2748	3.0	1	1	Never
22132	24.3	2	2	Almost never/Sometimes
7973	8.8	3	3	Fairly often/Very often
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA043IR3

In the past month, how often have you...Been angered
because of things that were outside of your control?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA008_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2944	3.2	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
2748	3.0	0	0	Never
8418	9.3	1	1	Almost never
13714	15.1	2	2	Sometimes
5138	5.6	3	3	Fairly often
2835	3.1	4	4	Very often
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA043JR2

Briefing-In the past month, how often have you...Felt
difficulties were piling up so high that you could not
overcome them?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA043R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2980	3.3	-9	.	No response
2	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
9688	10.6	1	1	Never
20329	22.3	2	2	Almost never/Sometimes
2799	3.1	3	3	Fairly often/Very often
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA043JR3

In the past month, how often have you...Felt difficulties
were piling up so high that you could not overcome them?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA008_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2980	3.3	-9	.	No response
2	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
9688	10.6	0	0	Never
12485	13.7	1	1	Almost never
7844	8.6	2	2	Sometimes
1862	2.1	3	3	Fairly often
937	1.0	4	4	Very often
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA044BR

Recode EA044B-How true or false is each of the following
statements for you? I seem to get sick a little easier than
other people

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA027_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3063	3.4	-9	.	No response
55226	60.7	-1	.B	No survey return
447	0.5	1	1	Definitely true
2198	2.4	2	2	Mostly true
11708	12.9	3	3	Mostly false
18382	20.2	4	4	Definitely false
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA044CR

Recode EA044C-How true or false is each of the following
statements for you? I expect my health to get worse

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA027_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2991	3.3	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
745	0.8	1	1	Definitely true
3547	3.9	2	2	Mostly true
10718	11.8	3	3	Mostly false
17796	19.6	4	4	Definitely false
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA047AR2

Briefing-During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? You were rated lower than you deserved on your last evaluation.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4035	4.4	-9	.	No response
2	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
26305	28.9	1	1	No
5456	6.0	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA047BR2

Briefing-During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Your last evaluation contained unjustified negative comments.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4156	4.6	-9	.	No response
55226	60.7	-1	.B	No survey return
29895	32.8	1	1	No
1747	1.9	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA047CR2

Briefing-During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? You were held to a higher performance standard than others.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4214	4.6	-9	.	No response
3	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
23607	25.9	1	1	No
7974	8.8	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA047DR2

Briefing-During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? You did not get an award or decoration given to others in similar circumstances.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4225	4.6	-9	.	No response
2	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
25729	28.3	1	1	No
5842	6.4	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA047ER2

Briefing-During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Your current assignment has not made use of your job skills.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4213	4.6	-9	.	No response
55226	60.7	-1	.B	No survey return
25336	27.8	1	1	No
6249	6.9	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA047FR2

Briefing-During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? You were not able to attend a major school needed for your specialty.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4136	4.5	-9	.	No response
55226	60.7	-1	.B	No survey return
28323	31.1	1	1	No
3339	3.7	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA047GR2

Briefing-During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? You did not get to go to short (1- to 3-day) courses that would provide you with needed skills

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4168	4.6	-9	.	No response
55226	60.7	-1	.B	No survey return
28079	30.9	1	1	No
3551	3.9	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA047HR2

Briefing-During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? You received lower grades than you deserved in your training.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4230	4.7	-9	.	No response
55226	60.7	-1	.B	No survey return
30584	33.6	1	1	No
984	1.1	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA047IR2

Briefing-During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? You did not get a job assignment that you wanted because of scores that you got on tests

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4285	4.7	-9	.	No response
55226	60.7	-1	.B	No survey return
30551	33.6	1	1	No
962	1.1	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA047JR2

Briefing-During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Your current assignment is not good for your career if you continue in the military.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4335	4.8	-9	.	No response
55226	60.7	-1	.B	No survey return
26519	29.1	1	1	No
4944	5.4	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA047KR2

Briefing-During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? You did not receive day-to-day, short-term tasks that would help you prepare for advancement.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4229	4.7	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
27851	30.6	1	1	No
3717	4.1	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA047LR2

Briefing-During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? You did not have a professional relationship with someone who advised (mentored) you on career development or advancement.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4235	4.7	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
25647	28.2	1	1	No
5915	6.5	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA047MR2

Briefing-During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? You did not learn until it was too late of opportunities that would help your career.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4322	4.8	-9	.	No response
55226	60.7	-1	.B	No survey return
26347	29.0	1	1	No
5129	5.6	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA047NR2

Briefing-During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? You were unable to get straight answers about your promotion possibilities.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4336	4.8	-9	.	No response
55226	60.7	-1	.B	No survey return
27028	29.7	1	1	No
4434	4.9	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA0470R2

Briefing-During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? You or your family were discriminated against when seeking non-government housing

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4344	4.8	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
30679	33.7	1	1	No
774	0.9	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA047PR2

Briefing-During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? You or your family were made to feel unwelcome by a local business (for example, a store or restaurant)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4255	4.7	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
28719	31.6	1	1	No
2823	3.1	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA047QR2

Briefing-During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? You or your family did not get appropriate medical care

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4289	4.7	-9	.	No response
55226	60.7	-1	.B	No survey return
28832	31.7	1	1	No
2677	2.9	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA047RR2

Briefing-During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? You or your family got poorer military support service (for example, at commissaries, exchanges, clubs, and rec centers) than others did

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4282	4.7	-9	.	No response
55226	60.7	-1	.B	No survey return
29970	32.9	1	1	No
1546	1.7	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA047SR2

Briefing-During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? You were excluded by your peers from social activities

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4304	4.7	-9	.	No response
55226	60.7	-1	.B	No survey return
29638	32.6	1	1	No
1856	2.0	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA047TR2

Briefing-During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Local civilian police harassed you or your family without cause

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4392	4.8	-9	.	No response
55226	60.7	-1	.B	No survey return
30335	33.3	1	1	No
1071	1.2	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA047UR2

Briefing-During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? You or your family were watched more closely than others were by armed forces police

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4225	4.6	-9	.	No response
55226	60.7	-1	.B	No survey return
30656	33.7	1	1	No
917	1.0	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA047VR2

Briefing-During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? You were taken to nonjudicial punishment or court martial when you should not have been.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4218	4.6	-9	.	No response
55226	60.7	-1	.B	No survey return
30925	34.0	1	1	No
655	0.7	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA047WR2

Briefing-During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? You were punished for something that others did without being punished.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4278	4.7	-9	.	No response
55226	60.7	-1	.B	No survey return
29714	32.6	1	1	No
1806	2.0	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA047XR2

Briefing-During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? You were afraid for you or your family to go off the installation because of gang activity

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4272	4.7	-9	.	No response
55226	60.7	-1	.B	No survey return
30812	33.9	1	1	No
714	0.8	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA047YR2

Briefing-During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? You were afraid for you or your family to go off the installation for other reasons

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4263	4.7	-9	.	No response
55226	60.7	-1	.B	No survey return
30667	33.7	1	1	No
868	1.0	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA047ZR2

Briefing-During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? You were afraid for you or your family because of gang activity on the installation

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4286	4.7	-9	.	No response
55226	60.7	-1	.B	No survey return
31049	34.1	1	1	No
463	0.5	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA049R

Recode EA049-Would you say that you or your family experienced racial/ethnic harassment or discrimination in what you said happened in the Personal Experiences questions?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA104_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1535	1.7	-9	.	No response
22	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
1018	1.1	1	1	Yes, racial/ethnic harassment
1882	2.1	2	2	Yes, racial/ethnic discrimination
977	1.1	3	3	Yes, both racial/ethnic harassment and discrimination
18742	20.6	4	4	No, neither racial/ethnic harassment nor discrimination
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA049R2

Briefing-Would you say that you or your family experienced racial/ethnic harassment or discrimination in what you said happened in the Personal Experiences questions?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1535	1.7	-9	.	No response
22	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
18742	20.6	1	1	No
3877	4.3	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA050R

Recode EA050-Do you think that DoD and your Service have a responsibility to prevent the racial/ethnic harassment or discrimination which YOU MARKED AS HAPPENING TO YOU OR YOUR FAMILY?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA098_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
46	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
31890	35.0	-6	.N	Not applicable
844	0.9	1	1	Yes, all of it
1667	1.8	2	2	Yes, some of it
1351	1.5	3	3	No
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA053AR2

Briefing-To what extent was this situation...Annoying?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA053R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3848	4.2	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
11184	12.3	1	1	Not at all
5405	5.9	2	2	Small extent/Moderate extent
3738	4.1	3	3	Large extent/Very large extent
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA053BR2

Briefing-To what extent was this situation...Offensive?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA053R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4007	4.4	-9	.	No response
2	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
12457	13.7	1	1	Not at all
5065	5.6	2	2	Small extent/Moderate extent
2645	2.9	3	3	Large extent/Very large extent
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA053CR2

Briefing- To what extent was this situation...Disturbing?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA053R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4022	4.4	-9	.	No response
2	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
12610	13.9	1	1	Not at all
4827	5.3	2	2	Small extent/Moderate extent
2715	3.0	3	3	Large extent/Very large extent
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA053DR2

Briefing-To what extent was this situation...Threatening?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA053R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4043	4.4	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
16209	17.8	1	1	Not at all
3076	3.4	2	2	Small extent/Moderate extent
847	0.9	3	3	Large extent/Very large extent
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA053ER2 Briefing-To what extent was this situation...
Disillusioning?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA053R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4061	4.5	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
14697	16.2	1	1	Not at all
3746	4.1	2	2	Small extent/Moderate extent
1671	1.8	3	3	Large extent/Very large extent
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA054R

Recode EA054 to Yes/No

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA142_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
76106	83.6	-9	.	No response
13612	15.0	1	1	No
1306	1.4	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA055AR2

Briefing-Where and when did this situation occur? At a
military installation

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA074_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5576	6.1	-9	.	No response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
12834	14.1	1	1	None of it
5766	6.3	2	2	At least some
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA055AR3 Briefing-Where and when did this situation occur? At a
military installation

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA055R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5576	6.1	-9	.	No response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
12834	14.1	1	1	None of it
3152	3.5	2	2	Some of it/Most or it
2614	2.9	3	3	All of it
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA055BR2

Briefing-Where and when did this situation occur? At your military work (the place where you perform your military duties)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA074_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5643	6.2	-9	.	No response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
14097	15.5	1	1	None of it
4436	4.9	2	2	At least some
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA055BR3

Briefing- Where and when did this situation occur? At your military work (the place where you perform your military duties)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA055R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5643	6.2	-9	.	No response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
14097	15.5	1	1	None of it
2499	2.8	2	2	Some of it/Most or it
1937	2.1	3	3	All of it
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA055CR2 Briefing-Where and when did this situation occur? During
duty hours

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA074_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5726	6.3	-9	.	No response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
13286	14.6	1	1	None of it
5164	5.7	2	2	At least some
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA055CR3 Briefing-Where and when did this situation occur? During
duty hours

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA055R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5726	6.3	-9	.	No response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
13286	14.6	1	1	None of it
2934	3.2	2	2	Some of it/Most or it
2230	2.5	3	3	All of it
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA055DR2

Briefing-Where and when did this situation occur? In a work environment where members of your racial/ethnic background are uncommon

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA074_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5737	6.3	-9	.	No response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
15469	17.0	1	1	None of it
2970	3.3	2	2	At least some
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA055DR3

Briefing-Where and when did this situation occur? In a work environment where members of your racial/ethnic background are uncommon

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA055R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5737	6.3	-9	.	No response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
15469	17.0	1	1	None of it
2014	2.2	2	2	Some of it/Most or it
956	1.1	3	3	All of it
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA055ER2 Briefing-Where and when did this situation occur? While you
were deployed

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA074_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5904	6.5	-9	.	No response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
15820	17.4	1	1	None of it
2452	2.7	2	2	At least some
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA055ER3 Briefing-Where and when did this situation occur? While you
were deployed

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA055R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5904	6.5	-9	.	No response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
15820	17.4	1	1	None of it
1763	1.9	2	2	Some of it/Most or it
689	0.8	3	3	All of it
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA055FR2

Briefing-Where and when did this situation occur? In the
local community around an installation

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA074_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5833	6.4	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
11495	12.6	1	1	None of it
6847	7.5	2	2	At least some
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA055FR3

Briefing-Where and when did this situation occur? In the
local community around an installation

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA055R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5833	6.4	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
11495	12.6	1	1	None of it
3764	4.1	2	2	Some of it/Most or it
3083	3.4	3	3	All of it
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA055GR2

Briefing-Where and when did this situation occur? At your
current permanent duty station

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA074_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5755	6.3	-9	.	No response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
12098	13.3	1	1	None of it
6323	7.0	2	2	At least some
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA055GR3

Briefing-Where and when did this situation occur? At your
current permanent duty station

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA055R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5755	6.3	-9	.	No response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
12098	13.3	1	1	None of it
3232	3.6	2	2	Some of it/Most or it
3091	3.4	3	3	All of it
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA058R

Recode EA058 to Yes/No

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA142_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
84861	93.2	-9	.	No response
5465	6.0	1	1	No
698	0.8	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA061R

Recode EA061 to Yes/No

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA142_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
76387	83.9	-9	.	No response
9925	10.9	1	1	No
4712	5.2	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA062R3

Recode EA062R2 to Yes/No

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA142_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
76624	84.2	-9	.	No response
12199	13.4	1	1	No
2201	2.4	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA063IR

Recode EA063I-As a result of the situation, did
you...Request a transfer?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
8904	9.8	-9	.	No response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
14381	15.8	1	1	No
891	1.0	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA065R

Recode EA065-Did you report the situation to any civilian
community officials, offices, or courts?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA152_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
9313	10.2	-9	.	No response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
369	0.4	1	1	Yes, and it made things better
588	0.7	2	2	Yes, but it made no difference
83	0.1	3	3	Yes, and it made things worse
177	0.2	4	4	Yes, but it is too soon to tell if it will make things better or worse
13646	15.0	5	5	No, I did not report it to a civilian official
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA065R2

Briefing-Did you report the situation to any civilian
community officials, offices, or courts?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
9313	10.2	-9	.	No response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
13646	15.0	1	1	No
1217	1.3	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA066R

Recode EA066-Did you discuss/report this situation to any
installation/Service/DoD individuals or organizations?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA102_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
9149	10.1	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
351	0.4	1	1	Yes, made a formal report
1166	1.3	2	2	Yes, made an informal report
13509	14.8	3	3	No
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA066R1

Recode EA066R to Yes/No

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA142_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
75991	83.5	-9	.	No response
13866	15.2	1	1	No
1167	1.3	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA066R2

Briefing-Did you discuss/report this situation to any
installation/Service/DoD individuals or organizations?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
9149	10.1	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
13509	14.8	1	1	No
1517	1.7	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA067AR

Recode EA067A-Did you report this situation to any of the following installation/Service/DoD individuals or organizations? Your immediate supervisor

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA100_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
61	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
280	0.3	1	1	Yes, and it made things better
568	0.6	2	2	Yes, but it made no difference
103	0.1	3	3	Yes, and it made things worse
76	0.1	4	4	Yes, but it's too soon to tell if it will make things better or worse
460	0.5	5	5	No, I did not report it to this person/office
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA067AR2

Briefing-Did you report this situation to any of the
following installation/Service/DoD individuals or
organizations? Your immediate supervisor

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
61	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
460	0.5	1	1	No
1027	1.1	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA067BR

Recode EA067B-Did you report this situation to any of the following installation/Service/DoD individuals or organizations? Someone else in your chain-of-command

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA100_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
77	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
248	0.3	1	1	Yes, and it made things better
497	0.6	2	2	Yes, but it made no difference
126	0.1	3	3	Yes, and it made things worse
76	0.1	4	4	Yes, but it's too soon to tell if it will make things better or worse
524	0.6	5	5	No, I did not report it to this person/office
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA067BR2

Briefing- Did you report this situation to any of the following installation/Service/DoD individuals or organizations? Someone else in your chain-of-command

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
77	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
524	0.6	1	1	No
947	1.0	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA067CR

Recode EA067C-Did you report this situation to any of the following installation/Service/DoD individuals or organizations? Someone in the chain-of-command of the person(s) who did it

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA100_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
87	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
207	0.2	1	1	Yes, and it made things better
362	0.4	2	2	Yes, but it made no difference
111	0.1	3	3	Yes, and it made things worse
71	0.1	4	4	Yes, but it's too soon to tell if it will make things better or worse
710	0.8	5	5	No, I did not report it to this person/office
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA067CR2

Briefing-Did you report this situation to any of the following installation/Service/DoD individuals or organizations? Someone in the chain-of-command of the person(s) who did it

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
87	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
710	0.8	1	1	No
751	0.8	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA067DR

Recode EA067D-Did you report this situation to any of the following installation/Service/DoD individuals or organizations? Special military office responsible for handling these kinds of complaints (for example, Military Equal Opportunity or Civil Rights Office)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA100_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
78	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
156	0.2	1	1	Yes, and it made things better
258	0.3	2	2	Yes, but it made no difference
71	0.1	3	3	Yes, and it made things worse
79	0.1	4	4	Yes, but it's too soon to tell if it will make things better or worse
906	1.0	5	5	No, I did not report it to this person/office
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA067DR2

Briefing-Did you report this situation to any of the following installation/Service/DoD individuals or organizations? Special military office responsible for handling these kinds of complaints (for example, Military Equal Opportunity or Civil Rights Office)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
78	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
906	1.0	1	1	No
564	0.6	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA067ER

Recode EA067E-Did you report this situation to any of the following installation/Service/DoD individuals or organizations? Other person or office with responsibility for follow-up

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA100_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
72	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
188	0.2	1	1	Yes, and it made things better
297	0.3	2	2	Yes, but it made no difference
56	0.1	3	3	Yes, and it made things worse
90	0.1	4	4	Yes, but it's too soon to tell if it will make things better or worse
845	0.9	5	5	No, I did not report it to this person/office
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA067ER2

Briefing- Did you report this situation to any of the following installation/Service/DoD individuals or organizations? Other person or office with responsibility for follow-up

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
72	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
845	0.9	1	1	No
631	0.7	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA067FR

Recode EA067F-Did you report this situation to any of the following installation/Service/DoD individuals or organizations? Chaplain, counselor, ombudsman, or health care provider

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA100_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
81	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
130	0.1	1	1	Yes, and it made things better
191	0.2	2	2	Yes, but it made no difference
41	0.1	3	3	Yes, and it made things worse
41	0.1	4	4	Yes, but it's too soon to tell if it will make things better or worse
1064	1.2	5	5	No, I did not report it to this person/office
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA067FR2

Briefing-Did you report this situation to any of the following installation/Service/DoD individuals or organizations? Chaplain, counselor, ombudsman, or health care provider

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
81	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
1064	1.2	1	1	No
403	0.4	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA068AR

Recode EA068A-What actions were taken in response to your report? Person(s) who bothered you was/were talked to about the behavior

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA109_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
86	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
540	0.6	1	1	Yes
405	0.4	2	2	No
517	0.6	3	3	Don't know
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA068AR2

Briefing-What actions were taken in response to your report? Person(s) who bothered you was/were talked to about the behavior

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
603	0.7	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
405	0.4	1	1	No
540	0.6	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA068BR

Recode EA068B-What actions were taken in response to your
report? Your complaint was/is being investigated

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA109_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
87	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
431	0.5	1	1	Yes
578	0.6	2	2	No
452	0.5	3	3	Don't know
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA068BR2

Briefing-What actions were taken in response to your
report? Your complaint was/is being investigated

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
539	0.6	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
578	0.6	1	1	No
431	0.5	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA068CR

Recode EA068C-What actions were taken in response to your report? The situation was resolved informally

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA109_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
100	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
467	0.5	1	1	Yes
541	0.6	2	2	No
440	0.5	3	3	Don't know
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA068CR2

Briefing-What actions were taken in response to your
report? The situation was resolved informally

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
540	0.6	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
541	0.6	1	1	No
467	0.5	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA068DR

Recode EA068D-What actions were taken in response to your report? The rules on harassment and discrimination were explained to everyone in the unit/office/place where the problem had occurred

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA109_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
95	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
416	0.5	1	1	Yes
531	0.6	2	2	No
506	0.6	3	3	Don't know
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA068DR2

Briefing-What actions were taken in response to your report? The rules on harassment and discrimination were explained to everyone in the unit/office/place where the problem had occurred

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
601	0.7	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
531	0.6	1	1	No
416	0.5	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA068ER

Recode EA068E-What actions were taken in response to your report? You were encouraged to drop the complaint

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA109_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
106	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
332	0.4	1	1	Yes
927	1.0	2	2	No
183	0.2	3	3	Don't know
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA068ER2

Briefing-What actions were taken in response to your
report? You were encouraged to drop the complaint

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
289	0.3	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
927	1.0	1	1	No
332	0.4	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA068FR

Recode EA068F-What actions were taken in response to your report? Your complaint was discounted or not taken seriously

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA109_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
94	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
456	0.5	1	1	Yes
641	0.7	2	2	No
357	0.4	3	3	Don't know
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA068FR2

Briefing-What actions were taken in response to your
report? Your complaint was discounted or not taken
seriously

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
451	0.5	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
641	0.7	1	1	No
456	0.5	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA068GR

Recode EA068G-What actions were taken in response to your report? Members of your chain-of-command were hostile toward you

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA109_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
89	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
236	0.3	1	1	Yes
1036	1.1	2	2	No
187	0.2	3	3	Don't know
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA068GR2

Briefing-What actions were taken in response to your report? Members of your chain-of-command were hostile toward you

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
276	0.3	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
1036	1.1	1	1	No
236	0.3	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA068HR

Recode EA068h-What actions were taken in response to your
report? Your coworkers were hostile toward you

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA109_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
89	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
169	0.2	1	1	Yes
1127	1.2	2	2	No
163	0.2	3	3	Don't know
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA068HR2

Briefing-What actions were taken in response to your
report? Your coworkers were hostile toward you

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
252	0.3	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
1127	1.2	1	1	No
169	0.2	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA068IR

Recode EA068I-What actions were taken in response to your
report? No action was taken

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA109_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
91	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
394	0.4	1	1	Yes
539	0.6	2	2	No
524	0.6	3	3	Don't know
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA068IR2

Briefing-What actions were taken in response to your
report? No action was taken

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
615	0.7	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
539	0.6	1	1	No
394	0.4	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA068JR

Recode EA068J-What actions were taken in response to your
report? You do not know what action was taken

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA109_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
93	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
478	0.5	1	1	Yes
609	0.7	2	2	No
368	0.4	3	3	Don't know
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA068JR2

Briefing-What actions were taken in response to your
report? You do not know what action was taken

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
461	0.5	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
609	0.7	1	1	No
478	0.5	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA069AR2

Briefing- How satisfied are you with the following aspects
of the reporting process? Availability of information about
how to file a complaint

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA024R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
95	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
287	0.3	1	1	Very dissatisfied/Dissatisfied
444	0.5	2	2	Neither satisfied nor dissatisfied
722	0.8	3	3	Satisfied/Very satisfied
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA069BR2

Briefing- How satisfied are you with the following aspects
of the reporting process? Availability of information about
how to follow-up on a complaint

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA024R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
103	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
328	0.4	1	1	Very dissatisfied/Dissatisfied
474	0.5	2	2	Neither satisfied nor dissatisfied
643	0.7	3	3	Satisfied/Very satisfied
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA069CR2

Briefing- How satisfied are you with the following aspects
of the reporting process? Treatment by personnel handling
your complaint

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA024R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
102	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
328	0.4	1	1	Very dissatisfied/Dissatisfied
534	0.6	2	2	Neither satisfied nor dissatisfied
584	0.6	3	3	Satisfied/Very satisfied
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA069DR2

Briefing-How satisfied are you with the following aspects
of the reporting process? Amount of time it took/is taking
to resolve your complaint

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA024R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
118	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
407	0.5	1	1	Very dissatisfied/Dissatisfied
580	0.6	2	2	Neither satisfied nor dissatisfied
443	0.5	3	3	Satisfied/Very satisfied
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA069ER2

Briefing-How satisfied are you with the following aspects
of the reporting process? How well you were/are kept
informed about the progress of your complaint

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA024R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
113	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
445	0.5	1	1	Very dissatisfied/Dissatisfied
570	0.6	2	2	Neither satisfied nor dissatisfied
420	0.5	3	3	Satisfied/Very satisfied
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA069FR2

Briefing-How satisfied are you with the following aspects
of the reporting process? Degree to which your privacy
was/is being protected

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA024R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
134	0.2	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
289	0.3	1	1	Very dissatisfied/Dissatisfied
544	0.6	2	2	Neither satisfied nor dissatisfied
581	0.6	3	3	Satisfied/Very satisfied
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA069GR2

Briefing-How satisfied are you with the following aspects
of the reporting process? The complaint process overall

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA		EA024R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
111	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
438	0.5	1	1	Very dissatisfied/Dissatisfied
510	0.6	2	2	Neither satisfied nor dissatisfied
489	0.5	3	3	Satisfied/Very satisfied
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA070R

Recode EA070-Do you feel that your chances of having a
successful military career will be affected by making this
report?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA108_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
84	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
73	0.1	1	1	Yes, your chances will be improved
288	0.3	2	2	Yes, your chances will be worse
1103	1.2	3	3	No, your career will not be affected
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA070R2

Briefing-Do you feel that your chances of having a
successful military career will be affected by making this
report?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
84	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
1103	1.2	1	1	No
361	0.4	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA070R3

Recode EA070 to Yes/No

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA142_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
89559	98.4	-9	.	No response
1176	1.3	1	1	No
289	0.3	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA071R

Recode EA071-Was your complaint found to be true?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA111_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
474	0.5	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
591	0.7	1	1	Yes
63	0.1	2	2	No
420	0.5	3	3	They were unable to determine whether your complaint was true or not
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA071R2

Briefing-Was your complaint found to be true?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
474	0.5	-9	.	No response
55226	60.7	-1	.B	No survey return
34250	37.6	-6	.N	Not applicable
483	0.5	1	1	No
591	0.7	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA072AR

Recode EA072A-What was the outcome of your complaint? The
outcome of your complaint was explained to you

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA109_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
45	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
34693	38.1	-6	.N	Not applicable
431	0.5	1	1	Yes
485	0.5	2	2	No
144	0.2	3	3	Don't know
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA072BR

Recode EA072B-What was the outcome of your complaint? The situation was corrected

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA109_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
44	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
34693	38.1	-6	.N	Not applicable
407	0.5	1	1	Yes
429	0.5	2	2	No
225	0.3	3	3	Don't know
91024	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA072CR

Recode EA072C-What was the outcome of your complaint? Some action was taken against the person(s) who bothered you

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA109_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
44	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
34693	38.1	-6	.N	Not applicable
288	0.3	1	1	Yes
455	0.5	2	2	No
318	0.4	3	3	Don't know
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA072DR

Recode EA072D-What was the outcome of your complaint?
Nothing was done about the complaint

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA109_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
46	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
34693	38.1	-6	.N	Not applicable
262	0.3	1	1	Yes
487	0.5	2	2	No
310	0.3	3	3	Don't know
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA072ER

Recode EA072E-What was the outcome of your complaint?
Action was taken against you

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA109_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
50	0.1	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
34693	38.1	-6	.N	Not applicable
145	0.2	1	1	Yes
815	0.9	2	2	No
94	0.1	3	3	Don't know
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA073R2

Briefing-How satisfied were you with the outcome of your complaint?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA024R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
36	0.0	-9	.	No response
55226	60.7	-1	.B	No survey return
34693	38.1	-6	.N	Not applicable
370	0.4	1	1	Very dissatisfied/Dissatisfied
352	0.4	2	2	Neither satisfied nor dissatisfied
347	0.4	3	3	Satisfied/Very satisfied
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA077R

Recode EA077-Do you consider ANY of the things which YOU MARKED AS HAPPENING TO YOU in response to how you handled the situation to have been retaliation for reporting your experience?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA110_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
8738	9.6	-9	.	No response
5	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
675	0.7	1	1	Yes
11684	12.8	2	2	No
2883	3.2	3	3	Don't know
191	0.2	4	4	Does not apply, I did not report my experience or none of the things listed above happened to me
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA077R2

Briefing--Do you consider ANY of the things which YOU
MARKED AS HAPPENING TO YOU in response to how you handled
the situation to have been retaliation for reporting your
experience?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA067_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
8929	9.8	-9	.	No response
5	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
11622	12.8	-6	.N	Not applicable
11684	12.8	1	1	No
675	0.7	2	2	Yes
2883	3.2	3	3	Don't know
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA078AR

Recode EA078A-Please give your opinion about whether the persons below make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what is said officially. Senior leadership of my Service

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA109_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6617	7.3	-9	.	No response
2	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
21550	23.7	1	1	Yes
2366	2.6	2	2	No
5263	5.8	3	3	Don't know
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA078BR

Recode EA078B-Please give your opinion about whether the persons below make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what is said officially. Senior leadership of my installation/ship

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA109_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6640	7.3	-9	.	No response
4	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
21535	23.7	1	1	Yes
2393	2.6	2	2	No
5226	5.7	3	3	Don't know
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA078CR

Recode EA078C-Please give your opinion about whether the persons below make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what is said officially. My immediate supervisor

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA109_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6683	7.3	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
22053	24.2	1	1	Yes
2471	2.7	2	2	No
4590	5.0	3	3	Don't know
91024	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA080AR2

Briefing-In your work group, to what extent...Would members of your work group feel free to report racial/ethnic harassment and discrimination without fear of reprisals?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA053R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6408	7.0	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
2083	2.3	1	1	Not at all
8301	9.1	2	2	Small extent/Moderate extent
19005	20.9	3	3	Large extent/Very large extent
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA080BR2

Briefing-In your work group, to what extent...Would
complaints about racial/ethnic harassment and
discrimination be taken seriously?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA053R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6466	7.1	-9	.	No response
55226	60.7	-1	.B	No survey return
1312	1.4	1	1	Not at all
5907	6.5	2	2	Small extent/Moderate extent
22113	24.3	3	3	Large extent/Very large extent
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA080CR2

Briefing-In your work group, to what extent...Would people be able to get away with racial/ethnic harassment and discrimination?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA053R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6507	7.2	-9	.	No response
55226	60.7	-1	.B	No survey return
15241	16.7	1	1	Not at all
10490	11.5	2	2	Small extent/Moderate extent
3560	3.9	3	3	Large extent/Very large extent
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA080DR2

Briefing-In your work group, to what extent...Are policies forbidding racial/ethnic harassment and discrimination publicized?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA053R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6506	7.2	-9	.	No response
2	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
2173	2.4	1	1	Not at all
7697	8.5	2	2	Small extent/Moderate extent
19420	21.3	3	3	Large extent/Very large extent
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA080ER2

Briefing-In your work group, to what extent...Are complaint procedures related to racial/ethnic harassment and discrimination publicized?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA053R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6595	7.3	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
2914	3.2	1	1	Not at all
9544	10.5	2	2	Small extent/Moderate extent
16744	18.4	3	3	Large extent/Very large extent
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA082AR2

Briefing-At your installation/ship, to what extent...Would
Service members feel free to report racial/ethnic
harassment and discrimination without fear of reprisals?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA053R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7306	8.0	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
1305	1.4	1	1	Not at all
7724	8.5	2	2	Small extent/Moderate extent
19462	21.4	3	3	Large extent/Very large extent
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA082BR2

Briefing-At your installation/ship, to what extent...Would complaints about racial/ethnic harassment and discrimination be taken seriously?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA053R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7437	8.2	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
927	1.0	1	1	Not at all
5814	6.4	2	2	Small extent/Moderate extent
21619	23.8	3	3	Large extent/Very large extent
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA082CR2

Briefing-At your installation/ship, to what extent...Would people be able to get away with racial/ethnic harassment and discrimination?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA053R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7446	8.2	-9	.	No response
55226	60.7	-1	.B	No survey return
13979	15.4	1	1	Not at all
11046	12.1	2	2	Small extent/Moderate extent
3327	3.7	3	3	Large extent/Very large extent
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA082DR2

Briefing-At your installation/ship, to what extent...Are policies forbidding racial/ethnic harassment and discrimination publicized?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA053R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7488	8.2	-9	.	No response
2	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
1662	1.8	1	1	Not at all
8144	9.0	2	2	Small extent/Moderate extent
18502	20.3	3	3	Large extent/Very large extent
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA082ER2

Briefing-At your installation/ship, to what extent...Are
complaint procedures related to racial/ethnic harassment
and discrimination publicized?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA053R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7535	8.3	-9	.	No response
4	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
2117	2.3	1	1	Not at all
9225	10.1	2	2	Small extent/Moderate extent
16917	18.6	3	3	Large extent/Very large extent
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA082FR2 Briefing-At your installation/ship, to what extent...Is the
availability of complaint hotlines publicized?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA053R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7460	8.2	-9	.	No response
55226	60.7	-1	.B	No survey return
2819	3.1	1	1	Not at all
11824	13.0	2	2	Small extent/Moderate extent
13695	15.1	3	3	Large extent/Very large extent
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA082GR2

Briefing-At your installation/ship, to what extent...Do people feel free to sit wherever they choose in dining halls regardless of race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA053R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7523	8.3	-9	.	No response
55226	60.7	-1	.B	No survey return
822	0.9	1	1	Not at all
3932	4.3	2	2	Small extent/Moderate extent
23521	25.8	3	3	Large extent/Very large extent
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA082HR2

Briefing-At your installation/ship, to what extent...Do
people feel free to use any recreation facilities
regardless of race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA053R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7512	8.3	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
869	1.0	1	1	Not at all
3581	3.9	2	2	Small extent/Moderate extent
23835	26.2	3	3	Large extent/Very large extent
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA082IR2

Briefing-At your installation/ship, to what extent...Are
racist/extremist organizations or activities a problem?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA053R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7443	8.2	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
21590	23.7	1	1	Not at all
5591	6.1	2	2	Small extent/Moderate extent
1173	1.3	3	3	Large extent/Very large extent
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA082JR2 Briefing-At your installation/ship, to what extent...Are
hate crimes/activities a problem?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA053R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7613	8.4	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
22269	24.5	1	1	Not at all
4975	5.5	2	2	Small extent/Moderate extent
940	1.0	3	3	Large extent/Very large extent
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA082KR2 Briefing-At your installation/ship, to what extent...Are
gang activities a problem?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA053R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7441	8.2	-9	.	No response
55226	60.7	-1	.B	No survey return
20963	23.0	1	1	Not at all
6596	7.3	2	2	Small extent/Moderate extent
798	0.9	3	3	Large extent/Very large extent
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA082LR2

Briefing-At your installation/ship, to what extent...Are racist/extremist organizations or activities a problem in the local community around your installation?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA053R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7422	8.2	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
18461	20.3	1	1	Not at all
8949	9.8	2	2	Small extent/Moderate extent
965	1.1	3	3	Large extent/Very large extent
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA082MR2

Briefing-At your installation/ship, to what extent...Are
hate groups/extremist activities a problem in the local
community around your installation?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA053R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7473	8.2	-9	.	No response
55226	60.7	-1	.B	No survey return
18780	20.6	1	1	Not at all
8659	9.5	2	2	Small extent/Moderate extent
886	1.0	3	3	Large extent/Very large extent
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA083AR2

Briefing-To what extent...Do you feel uneasy being around people who are of race/ethnic backgrounds different from yours?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA053R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7098	7.8	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
23650	26.0	1	1	Not at all
4612	5.1	2	2	Small extent/Moderate extent
437	0.5	3	3	Large extent/Very large extent
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA083BR2

Briefing-To what extent...Have you felt pressure from
Service members who are of your race/ethnicity not to
socialize with members of other race/ethnic groups?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA053R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7174	7.9	-9	.	No response
55226	60.7	-1	.B	No survey return
25717	28.3	1	1	Not at all
2650	2.9	2	2	Small extent/Moderate extent
257	0.3	3	3	Large extent/Very large extent
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA083CR2

Briefing-To what extent...Do you feel comfortable
interacting with people from different race/ethnic groups?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA053R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7139	7.8	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
5254	5.8	1	1	Not at all
2486	2.7	2	2	Small extent/Moderate extent
20918	23.0	3	3	Large extent/Very large extent
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA085AR2

Briefing-During the past 12 months, have you been involved
in a racial confrontation...On your installation/ship?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7101	7.8	-9	.	No response
2	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
27598	30.3	1	1	No
1097	1.2	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA085BR2

Briefing-During the past 12 months, have you been involved
in a racial confrontation...In the local community around
your installation?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7070	7.8	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
27061	29.7	1	1	No
1666	1.8	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA086AR2 Briefing-How would you rate race relations...In your work group?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA086R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7081	7.8	-9	.	No response
55226	60.7	-1	.B	No survey return
287	0.3	1	1	Poor
4889	5.4	2	2	Fair/Good
23541	25.9	3	3	Very good/Excellent
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA086BR2

Briefing-How would you rate race relations...At your
installation/ship?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA086R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7149	7.9	-9	.	No response
55226	60.7	-1	.B	No survey return
320	0.4	1	1	Poor
6170	6.8	2	2	Fair/Good
22159	24.3	3	3	Very good/Excellent
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA086CR2 Briefing-How would you rate race relations...In your
Service?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA086R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7112	7.8	-9	.	No response
55226	60.7	-1	.B	No survey return
406	0.5	1	1	Poor
8099	8.9	2	2	Fair/Good
20181	22.2	3	3	Very good/Excellent
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA086DR2

Briefing-How would you rate race relations...In the local
community around your installation?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA086R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7191	7.9	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
858	0.9	1	1	Poor
11933	13.1	2	2	Fair/Good
15815	17.4	3	3	Very good/Excellent
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA088R2

Recode EA088-In the past 12 months, how many times have you had training from military sources on topics related to racial/ethnic harassment and discrimination?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA007_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
372	0.4	-9	.	No response
3	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
12510	13.7	-6	.N	Not applicable
6422	7.1	1	1	1
7575	8.3	2	2	2
3251	3.6	3	3	3
2713	3.0	4	4	4
1068	1.2	5	5	5
750	0.8	6	6	6
126	0.1	7	7	7
142	0.2	8	8	8
866	1.0	9	9	9
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA089AR2

Briefing-My Service's training...Provides a good understanding of what words and actions are considered racial/ethnic harassment and discrimination

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA025R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
871	1.0	-9	.	No response
55226	60.7	-1	.B	No survey return
12510	13.7	-6	.N	Not applicable
340	0.4	1	1	Strongly disagree/Disagree
1977	2.2	2	2	Neither agree nor disagree
20100	22.1	3	3	Agree/Strongly agree
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA089BR2

Briefing-My Service's training...Teaches that racial/ethnic harassment and discrimination reduces the cohesion and effectiveness of your Service as a whole

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA025R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
898	1.0	-9	.	No response
55226	60.7	-1	.B	No survey return
12510	13.7	-6	.N	Not applicable
235	0.3	1	1	Strongly disagree/Disagree
1700	1.9	2	2	Neither agree nor disagree
20455	22.5	3	3	Agree/Strongly agree
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA089CR2 Briefing-My Service's training...Identifies behaviors that
are offensive to others and should not be tolerated

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA025R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
909	1.0	-9	.	No response
55226	60.7	-1	.B	No survey return
12510	13.7	-6	.N	Not applicable
295	0.3	1	1	Strongly disagree/Disagree
1781	2.0	2	2	Neither agree nor disagree
20303	22.3	3	3	Agree/Strongly agree
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA089DR2

Briefing-My Service's training...Gives useful tools for
dealing with racial/ethnic harassment and discrimination

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA025R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
962	1.1	-9	.	No response
55226	60.7	-1	.B	No survey return
12510	13.7	-6	.N	Not applicable
436	0.5	1	1	Strongly disagree/Disagree
2515	2.8	2	2	Neither agree nor disagree
19375	21.3	3	3	Agree/Strongly agree
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA089ER2

Briefing-My Service's training...Explains the process for
reporting racial/ethnic harassment and discrimination

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA025R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
961	1.1	-9	.	No response
55226	60.7	-1	.B	No survey return
12510	13.7	-6	.N	Not applicable
304	0.3	1	1	Strongly disagree/Disagree
1953	2.2	2	2	Neither agree nor disagree
20070	22.1	3	3	Agree/Strongly agree
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA089FR2

Briefing-My Service's training...Makes you feel it is safe
to complain about offensive, race/ethnic-related situations

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA025R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
895	1.0	-9	.	No response
55226	60.7	-1	.B	No survey return
12510	13.7	-6	.N	Not applicable
559	0.6	1	1	Strongly disagree/Disagree
2632	2.9	2	2	Neither agree nor disagree
19202	21.1	3	3	Agree/Strongly agree
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA089GR2 Briefing-My Service's training...Promotes cross-cultural awareness

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA025R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
893	1.0	-9	.	No response
55226	60.7	-1	.B	No survey return
12510	13.7	-6	.N	Not applicable
609	0.7	1	1	Strongly disagree/Disagree
2732	3.0	2	2	Neither agree nor disagree
19054	20.9	3	3	Agree/Strongly agree
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA089HR2

Briefing-My Service's training...Provides information about policies, procedures, and consequences of racial/ethnic harassment and discrimination

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA025R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
946	1.0	-9	.	No response
55226	60.7	-1	.B	No survey return
12510	13.7	-6	.N	Not applicable
245	0.3	1	1	Strongly disagree/Disagree
1912	2.1	2	2	Neither agree nor disagree
20185	22.2	3	3	Agree/Strongly agree
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA089IR2

Briefing-My Service's training...Provides information on
your Service's policies on participation in hate
groups/gangs/extremist activities

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA025R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
910	1.0	-9	.	No response
55226	60.7	-1	.B	No survey return
12510	13.7	-6	.N	Not applicable
393	0.4	1	1	Strongly disagree/Disagree
2232	2.5	2	2	Neither agree nor disagree
19753	21.7	3	3	Agree/Strongly agree
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA089JR2 Briefing-My Service's training...Promotes religious
tolerance

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA025R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
913	1.0	-9	.	No response
55226	60.7	-1	.B	No survey return
12510	13.7	-6	.N	Not applicable
678	0.7	1	1	Strongly disagree/Disagree
3567	3.9	2	2	Neither agree nor disagree
18130	19.9	3	3	Agree/Strongly agree
91024	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA090R

Recode EA090-In your opinion, how effective was the training you received in actually reducing/preventing behaviors which might be seen as racial/ethnic harassment and discrimination?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA078_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
13204	14.5	-9	.	No response
55226	60.7	-1	.B	No survey return
948	1.0	1	1	Not at all effective
3362	3.7	2	2	Slightly effective
10408	11.4	3	3	Moderately effective
7876	8.7	4	4	Very effective
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA090R2

Briefing-In your opinion, how effective was the training you received in actually reducing/preventing behaviors which might be seen as racial/ethnic harassment and discrimination?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA090R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
694	0.8	-9	.	No response
55226	60.7	-1	.B	No survey return
12510	13.7	-6	.N	Not applicable
948	1.0	1	1	Not at all effective
13770	15.1	2	2	Slightly effective/Moderately effective
7876	8.7	3	3	Very effective
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA090R3

Recode EA090-In your opinion, how effective was the training you received in actually reducing/preventing behaviors which might be seen as racial/ethnic harassment and discrimination?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA090_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
13186	14.5	-9	.	No response
55226	60.7	-1	.B	No survey return
19247	21.1	1	1	Very effective, Moderately effective, Not at all effective
3365	3.7	2	2	Slightly effective
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA090R4

Recode EA090-In your opinion, how effective was the training you received in actually reducing/preventing behaviors which might be seen as racial/ethnic harassment and discrimination?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA091_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
13186	14.5	-9	.	No response
55226	60.7	-1	.B	No survey return
12196	13.4	1	1	Very effective, Slightly effective, Not at all effective
10416	11.4	2	2	Moderately effective
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA090R5

Recode EA090-In your opinion, how effective was the training you received in actually reducing/preventing behaviors which might be seen as racial/ethnic harassment and discrimination?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA048_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
13186	14.5	-9	.	No response
55226	60.7	-1	.B	No survey return
14730	16.2	1	1	Moderately effective, Slightly effective, Not at all effective
7882	8.7	2	2	Very effective
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA091AR2

Briefing-How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world? Promotion opportunities

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA091R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
8034	8.8	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
3012	3.3	1	1	Much better as civilian/Better as a civilian
13327	14.6	2	2	No difference
11424	12.6	3	3	Better in the military/Much better in the military
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA091BR2

Briefing-How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world? Pay and benefits

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA091R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
8103	8.9	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
6202	6.8	1	1	Much better as civilian/Better as a civilian
11557	12.7	2	2	No difference
9935	10.9	3	3	Better in the military/Much better in the military
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA091CR2

Briefing-How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world? Fair performance evaluations

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA091R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
8171	9.0	-9	.	No response
55226	60.7	-1	.B	No survey return
2516	2.8	1	1	Much better as civilian/Better as a civilian
15048	16.5	2	2	No difference
10063	11.1	3	3	Better in the military/Much better in the military
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA091DR2

Briefing-How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world? Education and training opportunities

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA091R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
8127	8.9	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
2557	2.8	1	1	Much better as civilian/Better as a civilian
11770	12.9	2	2	No difference
13343	14.7	3	3	Better in the military/Much better in the military
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA091ER2

Briefing-How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world? Quality of life

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA091R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
8169	9.0	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
6182	6.8	1	1	Much better as civilian/Better as a civilian
11887	13.1	2	2	No difference
9559	10.5	3	3	Better in the military/Much better in the military
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA091FR2

Briefing-How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world? Fair administration of criminal justice

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA091R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
8106	8.9	-9	.	No response
55226	60.7	-1	.B	No survey return
2410	2.7	1	1	Much better as civilian/Better as a civilian
14534	16.0	2	2	No difference
10748	11.8	3	3	Better in the military/Much better in the military
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA091GR2

Briefing-How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world? Chance to show pride in yourself

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA091R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
8105	8.9	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
1661	1.8	1	1	Much better as civilian/Better as a civilian
12784	14.0	2	2	No difference
13247	14.6	3	3	Better in the military/Much better in the military
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA091HR2

Briefing-How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world? Chance to show pride in your race/ethnic group

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA091R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
8110	8.9	-9	.	No response
55226	60.7	-1	.B	No survey return
2830	3.1	1	1	Much better as civilian/Better as a civilian
16307	17.9	2	2	No difference
8551	9.4	3	3	Better in the military/Much better in the military
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA091IR2

Briefing-How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world? Freedom from harassment

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA091R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
8114	8.9	-9	.	No response
55226	60.7	-1	.B	No survey return
991	1.1	1	1	Much better as civilian/Better as a civilian
14275	15.7	2	2	No difference
12418	13.6	3	3	Better in the military/Much better in the military
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA091JR2

Briefing-How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world? Freedom from discrimination

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA091R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
8175	9.0	-9	.	No response
55226	60.7	-1	.B	No survey return
1028	1.1	1	1	Much better as civilian/Better as a civilian
14023	15.4	2	2	No difference
12572	13.8	3	3	Better in the military/Much better in the military
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA091KR2

Briefing-How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world? Freedom from extremism/hate crimes

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA091R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
8294	9.1	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
525	0.6	1	1	Much better as civilian/Better as a civilian
12303	13.5	2	2	No difference
14675	16.1	3	3	Better in the military/Much better in the military
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA091LR2

Briefing-How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world? Race/ethnic relations overall

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA091R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
8215	9.0	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
773	0.9	1	1	Much better as civilian/Better as a civilian
11925	13.1	2	2	No difference
14884	16.4	3	3	Better in the military/Much better in the military
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA094R

Recode EA094-Compared to right before you entered the military, do you have more or fewer close personal friends who are of a race/ethnicity different from yours?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA035_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7498	8.2	-9	.	No response
55226	60.7	-1	.B	No survey return
1814	2.0	1	1	Fewer now
12760	14.0	2	2	About the same
13726	15.1	3	3	More now
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA096AR2

Briefing-In your opinion, have opportunities in our nation gotten better or worse over the last 5 years for... Blacks or African Americans

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA014R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7919	8.7	-9	.	No response
55226	60.7	-1	.B	No survey return
979	1.1	1	1	Much worse/Worse
9265	10.2	2	2	Neither better nor worse
17635	19.4	3	3	Better/Much better
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA096BR2

Briefing-In your opinion, have opportunities in our nation
gotten better or worse over the last 5 years for...
American Indians or Alaskan Natives

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA014R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
8084	8.9	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
1040	1.1	1	1	Much worse/Worse
12945	14.2	2	2	Neither better nor worse
13728	15.1	3	3	Better/Much better
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA096CR2

Briefing-In your opinion, have opportunities in our nation
gotten better or worse over the last 5 years for...Asians,
Native Hawaiians or Pacific Islanders

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA014R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
8136	8.9	-9	.	No response
55226	60.7	-1	.B	No survey return
537	0.6	1	1	Much worse/Worse
11977	13.2	2	2	Neither better nor worse
15148	16.6	3	3	Better/Much better
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA096DR2

Briefing-In your opinion, have opportunities in our nation
gotten better or worse over the last 5 years
for...Spanish/Hispanic/Latinos

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA014R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
8097	8.9	-9	.	No response
2	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
890	1.0	1	1	Much worse/Worse
9254	10.2	2	2	Neither better nor worse
17555	19.3	3	3	Better/Much better
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA096ER2

Briefing-In your opinion, have opportunities in our nation
gotten better or worse over the last 5 years for...Arab
Americans

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA014R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
8103	8.9	-9	.	No response
3	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
12253	13.5	1	1	Much worse/Worse
9063	10.0	2	2	Neither better nor worse
6376	7.0	3	3	Better/Much better
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA096FR2

Briefing-In your opinion, have opportunities in our nation
gotten better or worse over the last 5 years for...Whites

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA014R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
8040	8.8	-9	.	No response
55226	60.7	-1	.B	No survey return
3253	3.6	1	1	Much worse/Worse
14855	16.3	2	2	Neither better nor worse
9650	10.6	3	3	Better/Much better
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA096GR2

Briefing-In your opinion, have opportunities in our nation
gotten better or worse over the last 5 years for...Muslims

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA014R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
8073	8.9	-9	.	No response
6	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
13546	14.9	1	1	Much worse/Worse
9378	10.3	2	2	Neither better nor worse
4795	5.3	3	3	Better/Much better
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA097R2

Briefing-In your opinion, how often does racial/ethnic harassment and discrimination occur in the military now, as compared with a few years ago?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA097R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3538	3.9	-9	.	No response
55226	60.7	-1	.B	No survey return
12128	13.3	-6	.N	Not applicable
13517	14.9	1	1	Much less often/Less often
6176	6.8	2	2	About the same
439	0.5	3	3	More often/Much more often
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA098R Recode EA098-In your opinion, have race/ethnic relations in
the military gotten better or worse over the last 5 years?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA097_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
15627	17.2	-9	.	No response
55226	60.7	-1	.B	No survey return
425	0.5	1	1	Worse today
7962	8.8	2	2	About the same as 5 years ago
11784	13.0	3	3	Better today
91024	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA099AR2

Briefing-In your opinion, have opportunities in the
military gotten better or worse over the last 5 years
for...Blacks or African Americans

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA014R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3787	4.2	-9	.	No response
55226	60.7	-1	.B	No survey return
12056	13.2	-6	.N	Not applicable
279	0.3	1	1	Much worse/Worse
8802	9.7	2	2	Neither better nor worse
10874	12.0	3	3	Better/Much better
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA099BR2

Briefing-In your opinion, have opportunities in the
military gotten better or worse over the last 5 years
for...American Indians or Alaskan Natives

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA014R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3906	4.3	-9	.	No response
55226	60.7	-1	.B	No survey return
12056	13.2	-6	.N	Not applicable
242	0.3	1	1	Much worse/Worse
10463	11.5	2	2	Neither better nor worse
9131	10.0	3	3	Better/Much better
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA099CR2

Briefing-In your opinion, have opportunities in the
military gotten better or worse over the last 5 years
for...Asians, Native Hawaiians or Pacific Islanders

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA014R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3958	4.4	-9	.	No response
55226	60.7	-1	.B	No survey return
12056	13.2	-6	.N	Not applicable
182	0.2	1	1	Much worse/Worse
10048	11.0	2	2	Neither better nor worse
9554	10.5	3	3	Better/Much better
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA099DR2

Briefing-In your opinion, have opportunities in the
military gotten better or worse over the last 5 years
for...Spanish/Hispanic/Latinos

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA014R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3955	4.4	-9	.	No response
55226	60.7	-1	.B	No survey return
12056	13.2	-6	.N	Not applicable
227	0.3	1	1	Much worse/Worse
9080	10.0	2	2	Neither better nor worse
10480	11.5	3	3	Better/Much better
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA099ER2

Briefing-In your opinion, have opportunities in the
military gotten better or worse over the last 5 years
for...Arab Americans

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA014R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4015	4.4	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
12056	13.2	-6	.N	Not applicable
3092	3.4	1	1	Much worse/Worse
9810	10.8	2	2	Neither better nor worse
6824	7.5	3	3	Better/Much better
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA099FR2

Briefing-In your opinion, have opportunities in the
military gotten better or worse over the last 5 years
for...Whites

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA014R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3897	4.3	-9	.	No response
55226	60.7	-1	.B	No survey return
12056	13.2	-6	.N	Not applicable
1302	1.4	1	1	Much worse/Worse
11653	12.8	2	2	Neither better nor worse
6890	7.6	3	3	Better/Much better
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

EA099GR2

Briefing-In your opinion, have opportunities in the
military gotten better or worse over the last 5 years
for...Muslims

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA014R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3948	4.3	-9	.	No response
55226	60.7	-1	.B	No survey return
12056	13.2	-6	.N	Not applicable
3968	4.4	1	1	Much worse/Worse
10309	11.3	2	2	Neither better nor worse
5517	6.1	3	3	Better/Much better
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

GEN_HEAL

Variable used to create GENHEAL

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA007_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
31	0.0	-9	.	No response
55226	60.7	-1	.B	No survey return
2872	3.2	0	0	0
16	0.0	1	1	1
9	0.0	2	2	2
279	0.3	3	3	3
32591	35.8	4	4	4
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

GENHEAL

General Health Scale

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA132_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2928	3.2	-9	.	No response
55226	60.7	-1	.B	No survey return
63	0.1	1	1	1
69	0.1	1.25000	1.25	1.25
167	0.2	1.50000	1.5	1.5
3	0.0	1.66650	1.666503	1.666503
332	0.4	1.75000	1.75	1.75
597	0.7	2	2	2
849	0.9	2.25000	2.25	2.25
14	0.0	2.33301	2.333007	2.333007
1640	1.8	2.50000	2.5	2.5
22	0.0	2.66650	2.666503	2.666503
2270	2.5	2.75000	2.75	2.75
5998	6.6	3	3	3
4729	5.2	3.25000	3.25	3.25
55	0.1	3.33301	3.333007	3.333007
6144	6.8	3.50000	3.5	3.5
41	0.1	3.66650	3.666503	3.666503
3530	3.9	3.75000	3.75	3.75
6347	7.0	4	4	4
91024	100.3	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

HISP_IM

Imputed Hispanic Ethnicity

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA144_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1217	1.3	-9	.	No response
55226	60.7	-1	.B	No survey return
28699	31.5	1	1	Non-Hispanic
5882	6.5	2	2	Hispanic
91024	100.0	TOTALS		

This variable is created from self-report data (SRHISPA). If self-report data are missing, the values are imputed with record data (ETH).

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

HISP_IMF

Imputed Ethnicity Flag

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA180_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
31	0.0	-9	.	No response
55226	60.7	-1	.B	No survey return
35542	39.1	1	1	Not imputed variable flag
225	0.3	2	2	Imputed variable flag
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

INC_MS

Member Incident-DoD reflects whether members indicated that they personally experienced race/ethnicity-related insensitivity, threats, or actual harm or discrimination from another military member or a DoD civilian. (with labeling item)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA028_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
31	0.0	-9	.	No response
55226	60.7	-1	.B	No survey return
32579	35.8	1	1	Did Not Experience Behavior
3188	3.5	2	2	Experienced Behavior
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

INC_MS2

Member Incident-DoD reflects whether members indicated that they personally experienced race/ethnicity-related insensitivity, threats, or actual harm or discrimination from another military member or a DoD civilian.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA028_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
31	0.0	-9	.	No response
55226	60.7	-1	.B	No survey return
21184	23.3	1	1	Did Not Experience Behavior
14583	16.0	2	2	Experienced Behavior
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

INCIDENT

Did you experience ANY of the racial/ethnic harassment or discrimination behaviors listed in Questions 45, 46, 47 and/or 48?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA085R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
31	0.0	-9	.	No response
55226	60.7	-1	.B	No survey return
17338	19.1	1	1	No
18429	20.3	2	2	Yes
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

MILCIVR

Recode MILCIV to Yes/No

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA142_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
85312	93.7	-9	.	No response
4650	5.1	1	1	No
1062	1.2	2	2	Yes
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

NONCOM

Variable used to create COMMITN

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA132_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
31	0.0	-9	.	No response
55226	60.7	-1	.B	No survey return
1877	2.1	0	0	0
42	0.1	1	1	1
443	0.5	2	2	2
33405	36.7	3	3	3
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

RACE_IM

Imputed Race

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA167_	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1400	1.5	-9	.	No response
55226	60.7	-1	.B	No survey return
1274	1.4	1	1	American Indian
2935	3.2	2	2	Asian
5975	6.6	3	3	Black
405	0.4	4	4	Native Hawaiian
22557	24.8	5	5	White
11	0.0	100	100	American Indian Asian
8	0.0	101	101	American Indian Asian Black
1	0.0	102	102	American Indian Asian Black Hawaiian
18	0.0	103	103	American Indian Asian Black Hawaiian White
10	0.0	104	104	American Indian Asian Black White
3	0.0	105	105	American Indian Asian Hawaiian
2	0.0	106	106	American Indian Asian Hawaiian White
13	0.0	107	107	American Indian Asian White
115	0.1	108	108	American Indian Black
2	0.0	109	109	American Indian Black Hawaiian
2	0.0	110	110	American Indian Black Hawaiian White
71	0.1	111	111	American Indian Black White
3	0.0	112	112	American Indian Hawaiian
2	0.0	113	113	American Indian Hawaiian White
442	0.5	114	114	American Indian White
49	0.1	115	115	Asian Black
3	0.0	116	116	Asian Black Hawaiian
7	0.0	118	118	Asian Black White
54	0.1	119	119	Asian Hawaiian
7	0.0	120	120	Asian Hawaiian White
245	0.3	121	121	Asian White
6	0.0	122	122	Black Hawaiian
155	0.2	124	124	Black White
23	0.0	125	125	Hawaiian White
91024	100.0	TOTALS		

This variable is based on survey data (SRRACE1), but if self-report data are missing, record data (RACE) are used to impute.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

RACE_IMF

Imputed Race Flag

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA180_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1400	1.5	-9	.	No response
55226	60.7	-1	.B	No survey return
32239	35.4	1	1	Not imputed variable flag
2159	2.4	2	2	Imputed variable flag
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

RACE_NI

Non-Imputed Self-Report of Race with Other

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA253_	NUM	4	STDOS6

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3559	3.9	-9	.	No response
55226	60.7	-1	.B	No survey return
392	0.4	11112	11112	11112
2794	3.1	11121	11121	11121
52	0.1	11122	11122	11122
1179	1.3	11211	11211	11211
3	0.0	11212	11212	11212
11	0.0	11221	11221	11221
2	0.0	11222	11222	11222
5637	6.2	12111	12111	12111
6	0.0	12112	12112	12112
49	0.1	12121	12121	12121
2	0.0	12122	12122	12122
115	0.1	12211	12211	12211
2	0.0	12212	12212	12212
8	0.0	12221	12221	12221
1	0.0	12222	12222	12222
20995	23.1	21111	21111	21111
23	0.0	21112	21112	21112
243	0.3	21121	21121	21121
7	0.0	21122	21122	21122
439	0.5	21211	21211	21211
2	0.0	21212	21212	21212
13	0.0	21221	21221	21221
2	0.0	21222	21222	21222
154	0.2	22111	22111	22111
7	0.0	22121	22121	22121
71	0.1	22211	22211	22211
2	0.0	22212	22212	22212
10	0.0	22221	22221	22221
18	0.0	22222	22222	22222
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

REPRTA21 Recode REPORTA2 to Marked/Not Marked

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA146_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
76257	83.8	-9	.	No response
14145	15.5	1	1	Not Marked
622	0.7	2	2	Marked
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

REPRTA22

Recode REPORTA2 to Marked/Not Marked

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA146_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
76257	83.8	-9	.	No response
13864	15.2	1	1	Not Marked
903	1.0	2	2	Marked
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

REPRTA23

Recode REPORTA2 to Marked/Not Marked

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA146_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
76257	83.8	-9	.	No response
14158	15.6	1	1	Not Marked
609	0.7	2	2	Marked
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

REPRTA24

Recode REPORTA2 to Marked/Not Marked

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA146_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
76257	83.8	-9	.	No response
2134	2.3	1	1	Not Marked
12633	13.9	2	2	Marked
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

SRBAHR Recode SRBAHR--Where do you live at your permanent duty station?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA022_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1979	2.2	-9	.	No response
5	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
4976	5.5	1	1	Aboard ship or in barracks/dorm
6044	6.6	2	2	On-base military housing
1861	2.0	3	3	Off-base military housing
20538	22.6	4	4	Civilian housing
395	0.4	5	5	Other
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

SREDR

Recode SRED1--What is the highest degree or level of school
that you have completed?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA058_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1420	1.6	-9	.	No response
8	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
10145	11.2	1	1	No college
17332	19.0	2	2	Some college
6893	7.6	3	3	4-year degree/graduate/ professional degree
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

SRGRADER

Recode Paygrade

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	SRGRDR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1306	1.4	-9	.	No response
55226	60.7	-1	.B	No survey return
8089	8.9	1	1	E1-E4
11670	12.8	2	2	E5-E9
1588	1.7	3	3	W1-W5
6905	7.6	4	4	O1-O3
6240	6.9	5	5	O4-O6
91024	100.0	TOTALS		

Percent responding are Reserve component members who answered the question.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

SRMRSTR2

Briefing-What is your marital status?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA077_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1457	1.6	-9	.	No response
1	0.0	-8	.A	Multiple response
55226	60.7	-1	.B	No survey return
10932	12.0	1	1	Not Married
23408	25.7	2	2	Married
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

SRRACASR

Recode Spouse Race White

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA146_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1897	2.1	-9	.	No response
55226	60.7	-1	.B	No survey return
8174	9.0	-6	.N	Not applicable
7501	8.2	1	1	Not Marked
18226	20.0	2	2	Marked
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

SRRACBSR

Recode Spouse Race Black

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA146_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1897	2.1	-9	.	No response
55226	60.7	-1	.B	No survey return
8174	9.0	-6	.N	Not applicable
21484	23.6	1	1	Not Marked
4243	4.7	2	2	Marked
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

SRRACCSR

Recode Spouse Race American Indian or Alaska Native

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA146_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1897	2.1	-9	.	No response
55226	60.7	-1	.B	No survey return
8174	9.0	-6	.N	Not applicable
25079	27.6	1	1	Not Marked
648	0.7	2	2	Marked
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

SRRACDSR

Recode Spouse Race Asian

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA146_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1897	2.1	-9	.	No response
55226	60.7	-1	.B	No survey return
8174	9.0	-6	.N	Not applicable
22748	25.0	1	1	Not Marked
2979	3.3	2	2	Marked
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

SRRACE

Self-Reported Race

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA096_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3559	3.9	-9	.	No response
55226	60.7	-1	.B	No survey return
21986	24.2	1	1	White
5820	6.4	2	2	Black
1195	1.3	3	3	American Indian/Alaskan Native
2846	3.1	4	4	Asian
392	0.4	5	5	Native Hawaiian or Pacific Islander
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

SRRACE1

Self-Reported Race

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA167_	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3559	3.9	-9	.	No response
55226	60.7	-1	.B	No survey return
1179	1.3	1	1	American Indian
2794	3.1	2	2	Asian
5637	6.2	3	3	Black
392	0.4	4	4	Native Hawaiian
20995	23.1	5	5	White
11	0.0	100	100	American Indian Asian
8	0.0	101	101	American Indian Asian Black
1	0.0	102	102	American Indian Asian Black Hawaiian
18	0.0	103	103	American Indian Asian Black Hawaiian White
10	0.0	104	104	American Indian Asian Black White
2	0.0	105	105	American Indian Asian Hawaiian
2	0.0	106	106	American Indian Asian Hawaiian White
13	0.0	107	107	American Indian Asian White
115	0.1	108	108	American Indian Black
2	0.0	109	109	American Indian Black Hawaiian
2	0.0	110	110	American Indian Black Hawaiian White
71	0.1	111	111	American Indian Black White
3	0.0	112	112	American Indian Hawaiian
2	0.0	113	113	American Indian Hawaiian White
439	0.5	114	114	American Indian White
49	0.1	115	115	Asian Black
2	0.0	116	116	Asian Black Hawaiian
7	0.0	118	118	Asian Black White
52	0.1	119	119	Asian Hawaiian
7	0.0	120	120	Asian Hawaiian White
243	0.3	121	121	Asian White
6	0.0	122	122	Black Hawaiian
154	0.2	124	124	Black White
23	0.0	125	125	Hawaiian White
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

SRRACE2

Race of Spouse

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA096_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
10071	11.1	-9	.	No response
55226	60.7	-1	.B	No survey return
18226	20.0	1	1	White
4013	4.4	2	2	Black
378	0.4	3	3	American Indian/Alaskan Native
2791	3.1	4	4	Asian
319	0.4	5	5	Native Hawaiian or Pacific Islander
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

SRRACE3

Race of Immediate Supervisor

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA096_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2353	2.6	-9	.	No response
55226	60.7	-1	.B	No survey return
24965	27.4	1	1	White
5211	5.7	2	2	Black
96	0.1	3	3	American Indian/Alaskan Native
1094	1.2	4	4	Asian
240	0.3	5	5	Native Hawaiian or Pacific Islander
1839	2.0	6	6	Two or more
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

SRRACE4

Race of Immediate Supervisor

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA095_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2322	2.6	-9	.	No response
55226	60.7	-1	.B	No survey return
24991	27.5	1	1	White
5214	5.7	2	2	Black or African American
96	0.1	3	3	American Indian or Alaska Native
1095	1.2	4	4	Asian (for example, Asian Indian, Chinese, Fillipino
2080	2.3	5	5	Other
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

SRRACEM

Marked more than one race

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	RACEM	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3559	3.9	-9	.	No response
55226	60.7	-1	.B	No survey return
30997	34.1	1	1	Marked One
1242	1.4	2	2	Marked More Than One Race
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

SRRACEMS

Spouse marked more than one race

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	RACEM	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1897	2.1	-9	.	No response
55226	60.7	-1	.B	No survey return
8174	9.0	-6	.N	Not applicable
25046	27.5	1	1	Marked One
681	0.8	2	2	Marked More Than One Race
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

SRRACESR Recode Spouse Race Native Hawaiian or other Pacific
Islander

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA146_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1897	2.1	-9	.	No response
55226	60.7	-1	.B	No survey return
8174	9.0	-6	.N	Not applicable
25339	27.8	1	1	Not Marked
388	0.4	2	2	Marked
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

SRRACMSR

Recode Spouse Race Marked More Than One

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA146_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1897	2.1	-9	.	No response
55226	60.7	-1	.B	No survey return
8174	9.0	-6	.N	Not applicable
25046	27.5	1	1	Not Marked
681	0.8	2	2	Marked
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

SRRETH1

Are you Spanish/Hispanic/Latino? What is your race?

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA		EA173_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1648	1.8	-9	.	No response
55226	60.7	-1	.B	No survey return
192	0.2	1	1	H American Indian or Alaska Native
96	0.1	2	2	H Asian
308	0.3	3	3	H Black or African American
60	0.1	4	4	H Native Hawaiian or Other Pacific Islander
2819	3.1	5	5	H White
189	0.2	7	7	Hispanic/Latino reporting more than one race
1993	2.2	8	8	H Unknown race
985	1.1	9	9	NH American Indian or Alaska Native
2683	3.0	10	10	NH Asian
5302	5.8	11	11	NH Black or African American
330	0.4	12	12	NH Native Hawaiian or Other Pacific Islander
18148	19.9	13	13	NH White
378	0.4	15	15	NH American Indian or Alaska Native & White
228	0.3	16	16	NH Asian & White
103	0.1	17	17	NH Black or African American & White
103	0.1	18	18	NH American Indian or Alaska Native & Black or African American
233	0.3	19	19	NH Balance of individuals reporting more than one race
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

THESE RACIAL/ETHNIC CATEGORIES ARE CONSISTENT WITH THE 1997 STANDARDS FOR MAINTAINING, COLLECTING, AND PRESENTING FEDERAL DATA ON RACE AND ETHNICITY.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

STRESS

Var used to create Perceived Stress Scale

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA006_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3889	4.3	-9	.	No response
55226	60.7	-1	.B	No survey return
230	0.3	0	0	0
242	0.3	1	1	1
326	0.4	2	2	2
446	0.5	3	3	3
669	0.7	4	4	4
765	0.8	5	5	5
921	1.0	6	6	6
1052	1.2	7	7	7
1236	1.4	8	8	8
1425	1.6	9	9	9
1647	1.8	10	10	10
1735	1.9	11	11	11
1802	2.0	12	12	12
1824	2.0	13	13	13
1859	2.0	14	14	14
1784	2.0	15	15	15
1795	2.0	16	16	16
1583	1.7	17	17	17
1637	1.8	18	18	18
1400	1.5	19	19	19
1785	2.0	20	20	20
1062	1.2	21	21	21
940	1.0	22	22	22
689	0.8	23	23	23
640	0.7	24	24	24
481	0.5	25	25	25
404	0.4	26	26	26
305	0.3	27	27	27
278	0.3	28	28	28
210	0.2	29	29	29
163	0.2	30	30	30
129	0.1	31	31	31
135	0.2	32	32	32
71	0.1	33	33	33
68	0.1	34	34	34
55	0.1	35	35	35
43	0.1	36	36	36
26	0.0	37	37	37
20	0.0	38	38	38
10	0.0	39	39	39
17	0.0	40	40	40
91024	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

STRESS2

Perceived Stress Scale

OS DATA		SAS DATA				
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA		EA007_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6567	7.2	-9	.	No response
55226	60.7	-1	.B	No survey return
921	1.0	0.59998	0.599975	0.599975
1052	1.2	0.69995	0.699951	0.699951
1236	1.4	0.79993	0.799926	0.799926
1425	1.6	0.89990	0.899902	0.899902
1647	1.8	1	1	1
1735	1.9	1.09985	1.099853	1.099853
1802	2.0	1.19995	1.199951	1.199951
1824	2.0	1.29980	1.299804	1.299804
1859	2.0	1.39990	1.399902	1.399902
1784	2.0	1.50000	1.5	1.5
1795	2.0	1.59985	1.599853	1.599853
1583	1.7	1.69995	1.699951	1.699951
1637	1.8	1.79980	1.799804	1.799804
1400	1.5	1.89990	1.899902	1.899902
1785	2.0	2	2	2
1062	1.2	2.09961	2.099609	2.099609
940	1.0	2.19971	2.199707	2.199707
689	0.8	2.29980	2.299804	2.299804
640	0.7	2.39990	2.399902	2.399902
481	0.5	2.50000	2.5	2.5
404	0.4	2.59961	2.599609	2.599609
305	0.3	2.69971	2.699707	2.699707
278	0.3	2.79980	2.799804	2.799804
210	0.2	2.89990	2.899902	2.899902
163	0.2	3	3	3
129	0.1	3.09961	3.099609	3.099609
135	0.2	3.19971	3.199707	3.199707
71	0.1	3.29980	3.299804	3.299804
68	0.1	3.39990	3.399902	3.399902
55	0.1	3.50000	3.5	3.5
43	0.1	3.59961	3.599609	3.599609
26	0.0	3.69971	3.699707	3.699707
20	0.0	3.79980	3.799804	3.799804
10	0.0	3.89990	3.899902	3.899902
17	0.0	4	4	4
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

SUPSAT

Supervisor Satisfaction Scale

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA132_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2213	2.4	-9	.	No response
55226	60.7	-1	.B	No survey return
377	0.4	1	1	1
113	0.1	1.16650	1.166503	1.166503
1	0.0	1.25000	1.25	1.25
173	0.2	1.33325	1.333251	1.333251
4	0.0	1.39990	1.399902	1.399902
168	0.2	1.50000	1.5	1.5
1	0.0	1.59985	1.599853	1.599853
233	0.3	1.66650	1.666503	1.666503
2	0.0	1.79980	1.799804	1.799804
260	0.3	1.83325	1.833251	1.833251
429	0.5	2	2	2
385	0.4	2.16650	2.166503	2.166503
5	0.0	2.19971	2.199707	2.199707
507	0.6	2.33301	2.333007	2.333007
4	0.0	2.39990	2.399902	2.399902
521	0.6	2.50000	2.5	2.5
6	0.0	2.59961	2.599609	2.599609
613	0.7	2.66650	2.666503	2.666503
7	0.0	2.79980	2.799804	2.799804
699	0.8	2.83301	2.833007	2.833007
1646	1.8	3	3	3
842	0.9	3.16650	3.166503	3.166503
13	0.0	3.19971	3.199707	3.199707
996	1.1	3.33301	3.333007	3.333007
9	0.0	3.39990	3.399902	3.399902
1172	1.3	3.50000	3.5	3.5
22	0.0	3.59961	3.599609	3.599609
1560	1.7	3.66650	3.666503	3.666503
28	0.0	3.79980	3.799804	3.799804
1996	2.2	3.83301	3.833007	3.833007
7293	8.0	4	4	4
1333	1.5	4.16602	4.166015	4.166015
17	0.0	4.19922	4.199218	4.199218
1	0.0	4.25000	4.25	4.25
1143	1.3	4.33301	4.333007	4.333007
16	0.0	4.39941	4.399414	4.399414
1059	1.2	4.50000	4.5	4.5
9	0.0	4.59961	4.599609	4.599609
1123	1.2	4.66602	4.666015	4.666015
11	0.0	4.79980	4.799804	4.799804
1576	1.7	4.83301	4.833007	4.833007
7212	7.9	5	5	5
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

SUPSCALE

Variable used to create SUPSAT

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA007_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
31	0.0	-9	.	No response
55226	60.7	-1	.B	No survey return
2156	2.4	0	0	0
10	0.0	1	1	1
6	0.0	2	2	2
10	0.0	3	3	3
16	0.0	4	4	4
306	0.3	5	5	5
33263	36.5	6	6	6
91024	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

UNTCOHSC

Variable used to create COHESION

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA007_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
31	0.0	-9	.	No response
55226	60.7	-1	.B	No survey return
2632	2.9	0	0	0
5	0.0	1	1	1
5	0.0	2	2	2
157	0.2	3	3	3
32968	36.2	4	4	4
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

WORKSAT

Work Satisfaction Scale

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA132_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2566	2.8	-9	.	No response
55226	60.7	-1	.B	No survey return
416	0.5	1	1	1
198	0.2	1.19995	1.199951	1.199951
1	0.0	1.25000	1.25	1.25
284	0.3	1.39990	1.399902	1.399902
2	0.0	1.50000	1.5	1.5
304	0.3	1.59985	1.599853	1.599853
4	0.0	1.75000	1.75	1.75
367	0.4	1.79980	1.799804	1.799804
644	0.7	2	2	2
658	0.7	2.19971	2.199707	2.199707
8	0.0	2.25000	2.25	2.25
781	0.9	2.39990	2.399902	2.399902
10	0.0	2.50000	2.5	2.5
891	1.0	2.59961	2.599609	2.599609
16	0.0	2.75000	2.75	2.75
1021	1.1	2.79980	2.799804	2.799804
1684	1.9	3	3	3
1469	1.6	3.19971	3.199707	3.199707
17	0.0	3.25000	3.25	3.25
1583	1.7	3.39990	3.399902	3.399902
25	0.0	3.50000	3.5	3.5
2125	2.3	3.59961	3.599609	3.599609
27	0.0	3.75000	3.75	3.75
2450	2.7	3.79980	3.799804	3.799804
7246	8.0	4	4	4
1856	2.0	4.19922	4.199218	4.199218
21	0.0	4.25000	4.25	4.25
1457	1.6	4.39941	4.399414	4.399414
13	0.0	4.50000	4.5	4.5
1372	1.5	4.59961	4.599609	4.599609
9	0.0	4.75000	4.75	4.75
1402	1.5	4.79980	4.799804	4.799804
4871	5.4	5	5	5
91024	99.8	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

WSATSCAL

Variable used to create WORKSAT

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA007_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
31	0.0	-9	.	No response
55226	60.7	-1	.B	No survey return
2526	2.8	0	0	0
4	0.0	1	1	1
5	0.0	2	2	2
5	0.0	3	3	3
303	0.3	4	4	4
32924	36.2	5	5	5
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

XDEPLOY Deployed cumulative 30 days or more in the past 12 months

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA080_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
29026	31.9	1	1	Not deployed past 12 months
6772	7.4	2	2	Deployed past 12 months
91024	100.0	TOTALS		

XDEPLOY is based on PR12D.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

XDEPRET6

XDEPRET6

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA250_	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
119	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
833	0.9	11	11	NH Native American or Alaskan Native Not Deployed Past 12 Months
228	0.3	12	12	NH Native American or Alaskan Native Deployed Past 12 Months
2659	2.9	21	21	NH Asian/Hawaiian Pacific Islander Not Deployed Past 12 Months
561	0.6	22	22	NH Asian/Hawaiian Pacific Islander Deployed Past 12 Months
4646	5.1	31	31	NH Black Not Deployed Past 12 Months
989	1.1	32	32	NH Black Deployed Past 12 Months
15209	16.7	41	41	NH White Not Deployed Past 12 Months
3664	4.0	42	42	NH White Deployed Past 12 Months
4744	5.2	51	51	Hispanic Not Deployed Past 12 Months
1138	1.3	52	52	Hispanic Deployed Past 12 Months
834	0.9	61	61	More than one race Not Deployed Past 12 Months
174	0.2	62	62	More than one race Deployed Past 12 Months
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

XDEPRET7

XDEPRET7

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA249_	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
119	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
833	0.9	11	11	NH Native American or Alaskan Native Not Deployed Past 12 Months
228	0.3	12	12	NH Native American or Alaskan Native Deployed Past 12 Months
2361	2.6	21	21	NH Asian Not Deployed Past 12 Months
470	0.5	22	22	NH Asian Deployed Past 12 Months
4646	5.1	31	31	NH Black Not Deployed Past 12 Months
989	1.1	32	32	NH Black Deployed Past 12 Months
15209	16.7	41	41	NH White Not Deployed Past 12 Months
3664	4.0	42	42	NH White Deployed Past 12 Months
4744	5.2	51	51	Hispanic Not Deployed Past 12 Months
1138	1.3	52	52	Hispanic Deployed Past 12 Months
868	1.0	61	61	More than one race Not Deployed Past 12 Months
187	0.2	62	62	More than one race Deployed Past 12 Months
264	0.3	71	71	NH Hawaiian Pacific Islander Not Deployed Past 12 Months
78	0.1	72	72	NH Hawaiian Pacific Islander Deployed Past 12 Months
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

XDOD

Imputed DoD and Coast Guard

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA182_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
31	0.0	-9	.	No response
55226	60.7	-1	.B	No survey return
34325	37.7	1	1	Total DoD
1442	1.6	2	2	Coast Guard
91024	100.0	TOTALS		

This variable is created from XSVC, but has collapsed categories.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

XDODRET2

Recode Imputed XRETH2 by XDOD

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA166_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
119	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
18168	20.0	11	11	NH White Total DoD
705	0.8	12	12	NH White Coast Guard
16072	17.7	21	21	Total Minority Total DoD
734	0.8	22	22	Total Minority Coast Guard
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

XDODRET7

Recode Imputed XRETH7 by XDOD

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA014_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
119	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
1033	1.1	11	11	NH American Indian or Alaskan Native Total DoD
28	0.0	12	12	NH American Indian or Alaskan Native Coast Guard
2797	3.1	21	21	NH Asian Total DoD
34	0.0	22	22	NH Asian Coast Guard
5373	5.9	31	31	NH Black Total DoD
262	0.3	32	32	NH Black Coast Guard
18168	20.0	41	41	NH White Total DoD
705	0.8	42	42	NH White Coast Guard
5535	6.1	51	51	Hispanic Total DoD
347	0.4	52	52	Hispanic Coast Guard
1007	1.1	61	61	More than one race Total DoD
48	0.1	62	62	More than one race Coast Guard
327	0.4	71	71	NH Hawaiian Pacific Islander Total DoD
15	0.0	72	72	NH Hawaiian Pacific Islander Coast Guard
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

XDORT6PI

Recode Imputed XRETH6PI by XDOD

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA015_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
119	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
1033	1.1	11	11	NH American Indian or Alaskan Native Total DoD
28	0.0	12	12	NH American Indian or Alaskan Native Coast Guard
3169	3.5	21	21	NH Asian/Hawaiian Pacific Islander Total DoD
51	0.1	22	22	NH Asian/Hawaiian Pacific Islander Coast Guard
5373	5.9	31	31	NH Black Total DoD
262	0.3	32	32	NH Black Total DoD Coast Guard
18168	20.0	41	41	NH White Total DoD
705	0.8	42	42	NH White Coast Guard
5535	6.1	51	51	Hispanic Total DoD
347	0.4	52	52	Hispanic Coast Guard
962	1.1	61	61	More than one race Total DoD
46	0.1	62	62	More than one race Coast Guard
91024	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

XP2RT6PI

Recode Imputed XRETH6PI by XPAY2

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA019_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
119	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
736	0.8	11	11	NH Native American or Alaskan Native Enlisted
325	0.4	12	12	NH Native American or Alaskan Native Officers
2295	2.5	21	21	NH Asian/Hawaiian Pacific Islander Enlisted
925	1.0	22	22	NH Asian/Hawaiian Pacific Islander Officers
3493	3.8	31	31	NH Black Enlisted
2142	2.4	32	32	NH Black Officers
8952	9.8	41	41	NH White Enlisted
9921	10.9	42	42	NH White Officers
4504	5.0	51	51	Hispanic Enlisted
1378	1.5	52	52	Hispanic Officers
616	0.7	61	61	More than one race Enlisted
392	0.4	62	62	More than one race Officers
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

XP5RT6PI

Recode Imputed XRETH6PI by XPAY5

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA018_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
119	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
320	0.4	11	11	NH Native American or Alaskan Native E1-E4
416	0.5	12	12	NH Native American or Alaskan Native E5-E9
46	0.1	13	13	NH Native American or Alaskan Native W1-W5
159	0.2	14	14	NH Native American or Alaskan Native O1-O3
120	0.1	15	15	NH Native American or Alaskan Native O4-O6
979	1.1	21	21	NH Asian/Hawaiian Pacific Islander E1-E4
1316	1.5	22	22	NH Asian/Hawaiian Pacific Islander E5-E9
63	0.1	23	23	NH Asian/Hawaiian Pacific Islander W1-W5
566	0.6	24	24	NH Asian/Hawaiian Pacific Islander O1-O3
296	0.3	25	25	NH Asian/Hawaiian Pacific Islander O4-O6
1113	1.2	31	31	NH Black E1-E4
2380	2.6	32	32	NH Black E5-E9
359	0.4	33	33	NH Black W1-W5
956	1.1	34	34	NH Black O1-O3
827	0.9	35	35	NH Black O4-O6
3736	4.1	41	41	NH White E1-E4
5216	5.7	42	42	NH White E5-E9
928	1.0	43	43	NH White W1-W5
4378	4.8	44	44	NH White O1-O3
4615	5.1	45	45	NH White O4-O6
2115	2.3	51	51	Hispanic E1-E4
2389	2.6	52	52	Hispanic E5-E9
204	0.2	53	53	Hispanic W1-W5
794	0.9	54	54	Hispanic O1-O3
380	0.4	55	55	Hispanic O4-O6
315	0.4	61	61	More than one race E1-E4
301	0.3	62	62	More than one race E5-E9
33	0.0	63	63	More than one race W1-W5
222	0.2	64	64	More than one race O1-O3
137	0.2	65	65	More than one race O4-O6
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

XPAY

Imputed Pay

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA171_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
31	0.0	-9	.	No response
55226	60.7	-1	.B	No survey return
63	0.1	1	1	E1
461	0.5	2	2	E2
3269	3.6	3	3	E3
4802	5.3	4	4	E4
4957	5.5	5	5	E5
4104	4.5	6	6	E6
2166	2.4	7	7	E7
557	0.6	8	8	E8
258	0.3	9	9	E9
173	0.2	11	11	W1
595	0.7	12	12	W2
533	0.6	13	13	W3
268	0.3	14	14	W4
68	0.1	15	15	W5
907	1.0	21	21	O1
1508	1.7	22	22	O2
4686	5.2	23	23	O3
3284	3.6	24	24	O4
2177	2.4	25	25	O5
931	1.0	26	26	O6
91024	100.3	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable is created from self-report data (SRGRADE). If self-report data are missing, the values are imputed with record data (PAYGRD).

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

XPAY2

Imputed Pay 2 Levels

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA172_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
31	0.0	-9	.	No response
55226	60.7	-1	.B	No survey return
20637	22.7	1	1	Enlisted
15130	16.6	2	2	Officers
91024	100.0	TOTALS		

This variable is created from XPAY, but has collapsed categories.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

XPAY5

Recode Imputed Pay 5 Levels

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	PAY5L_B	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
31	0.0	-9	.	No response
55226	60.7	-1	.B	No survey return
8595	9.4	1	1	E1-E4
12042	13.2	2	2	E5-E9
1637	1.8	3	3	W1-W5
7101	7.8	4	4	O1-O3
6392	7.0	5	5	O4-O6
91024	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable is created from XPAY, but has collapsed categories.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

XPAY5R

Recode Imputed Pay 5 Levels

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA032_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
464	0.5	-9	.	No response
55226	60.7	-1	.B	No survey return
8555	9.4	1	1	E1-E4
11964	13.1	2	2	E5-E9
1520	1.7	3	3	W1-W5
7024	7.7	4	4	O1-O3
6271	6.9	5	5	O4-O6
91024	100.0	TOTALS		

This variable is created from XPAY5, but has cases set to missing to protect confidentiality. XPAY5 is based on XPAY, but has collapsed categories.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

XPAYF

Imputed Pay Flag

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA180_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
31	0.0	-9	.	No response
55226	60.7	-1	.B	No survey return
34492	37.9	1	1	Not imputed variable flag
1275	1.4	2	2	Imputed variable flag
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

XPY2RET2

Recode Imputed XRETH2 by XPAY2

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA165_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
119	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
8952	9.8	11	11	NH White Enlisted
9921	10.9	12	12	NH White Officers
11644	12.8	21	21	Total Minority Enlisted
5162	5.7	22	22	Total Minority Officers
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

XPY2RET7

Recode Imputed XRETH7 by XPAY2

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA162_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
119	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
736	0.8	11	11	NH Native American or Alaskan Native Enlisted
325	0.4	12	12	NH Native American or Alaskan Native Officers
1974	2.2	21	21	NH Asian Enlisted
857	0.9	22	22	NH Asian Officers
3493	3.8	31	31	NH Black Enlisted
2142	2.4	32	32	NH Black Officers
8952	9.8	41	41	NH White Enlisted
9921	10.9	42	42	NH White Officers
4504	5.0	51	51	Hispanic Enlisted
1378	1.5	52	52	Hispanic Officers
653	0.7	61	61	More than one race Enlisted
402	0.4	62	62	More than one race Officers
284	0.3	71	71	NH Hawaiian Pacific Islander Enlisted
58	0.1	72	72	NH Hawaiian Pacific Islander Officers
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

XPY5RET2

Recode Imputed XRETH2 by XPAY5

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA021_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
119	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
3736	4.1	11	11	NH White E1-E4
5216	5.7	12	12	NH White E5-E9
928	1.0	13	13	NH White W1-W5
4378	4.8	14	14	NH White O1-O3
4615	5.1	15	15	NH White O4-O6
4842	5.3	21	21	Total Minority E1-E4
6802	7.5	22	22	Total Minority E5-E9
705	0.8	23	23	Total Minority W1-W5
2697	3.0	24	24	Total Minority O1-O3
1760	1.9	25	25	Total Minority O4-O6
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

XPY5RET7

Recode Imputed XRETH7 by XPAY5

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA017_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
119	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
320	0.4	11	11	NH Native American or Alaskan Native E1-E4
416	0.5	12	12	NH Native American or Alaskan Native E5-E9
46	0.1	13	13	NH Native American or Alaskan Native W1-W5
159	0.2	14	14	NH Native American or Alaskan Native O1-O3
120	0.1	15	15	NH Native American or Alaskan Native O4-O6
821	0.9	21	21	NH Asian E1-E4
1153	1.3	22	22	NH Asian E5-E9
53	0.1	23	23	NH Asian W1-W5
529	0.6	24	24	NH Asian O1-O3
275	0.3	25	25	NH Asian O4-O6
1113	1.2	31	31	NH Black E1-E4
2380	2.6	32	32	NH Black E5-E9
359	0.4	33	33	NH Black W1-W5
956	1.1	34	34	NH Black O1-O3
827	0.9	35	35	NH Black O4-O6
3736	4.1	41	41	NH White E1-E4
5216	5.7	42	42	NH White E5-E9
928	1.0	43	43	NH White W1-W5
4378	4.8	44	44	NH White O1-O3
4615	5.1	45	45	NH White O4-O6
2115	2.3	51	51	Hispanic E1-E4
2389	2.6	52	52	Hispanic E5-E9
204	0.2	53	53	Hispanic W1-W5
794	0.9	54	54	Hispanic O1-O3
380	0.4	55	55	Hispanic O4-O6
333	0.4	61	61	More than one race E1-E4
320	0.4	62	62	More than one race E5-E9
34	0.0	63	63	More than one race W1-W5
225	0.3	64	64	More than one race O1-O3
143	0.2	65	65	More than one race O4-O6
140	0.2	71	71	NH Hawaiian Pacific Islander E1-E4
144	0.2	72	72	NH Hawaiian Pacific Islander E5-E9
9	0.0	73	73	NH Hawaiian Pacific Islander W1-W5
34	0.0	74	74	NH Hawaiian Pacific Islander O1-O3
15	0.0	75	75	NH Hawaiian Pacific Islander O4-O6
91024	100.3	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

XRETH2

Recode Imputed Race 2 Levels

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA176_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
119	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
18873	20.7	1	1	NH White 2
16806	18.5	2	2	Total Minority 2
91024	100.0	TOTALS		

This is a 2 level race variable. It is created from XRETH7, but has collapsed categories.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

XRETH2PI Recode Imputed Race 2 Levels--NH Asian/Hawaiian Pacific
Islander VS. All others

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	XRETH2P	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
88	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
32489	35.7	1	1	All other race(s)
3221	3.5	2	2	NH Asian/Hawaiian Pacific Islander
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

XRETH4

Recode Imputed 4 level Race/Ethnicity

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA135_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
88	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
5641	6.2	1	1	Black 4
18886	20.8	2	2	White 4
5891	6.5	3	3	Hispanic 4
5292	5.8	4	4	Other Race/Ethnicity 4
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

XRETH6

Recode Imputed Race 6 Levels

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA178_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
461	0.5	-9	.	No response
55226	60.7	-1	.B	No survey return
18873	20.7	1	1	NH White
5635	6.2	2	2	NH Black
5882	6.5	3	3	Hispanic
2831	3.1	4	4	NH Asian
1061	1.2	5	5	NH Native American or Alaskan Native
1055	1.2	6	6	More than one race
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This is a 6 level race variable. It is created from XRETH7, but has collapsed categories.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

XRETH6PI Recode Imputed Race 6 Levels--Collapsed Asian + Hawaiian
Pacific Islander

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA054_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
119	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
1061	1.2	1	1	NH Native American or Alaskan Native 6
3220	3.5	2	2	NH Asian/Hawaiian Pacific Islander 6
5635	6.2	3	3	NH Black 6
18873	20.7	4	4	NH White 6
5882	6.5	5	5	Hispanic 6
1008	1.1	6	6	More than one race 6
91024	100.0	TOTALS		

This is a 6 level race variable. It is created from XRETH7, but has collapsed categories.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

XRETH7

Recode Imputed Race 7 Levels

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA175_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
119	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
1061	1.2	1	1	NH Native American or Alaskan Native
2831	3.1	2	2	NH Asian
5635	6.2	3	3	NH Black
18873	20.7	4	4	NH White
5882	6.5	5	5	Hispanic
1055	1.2	6	6	More than one race
342	0.4	7	7	NH Hawaiian Pacific Islander
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This is a 7 level race variable. It is created from HISP_IM and RACE_IM, but has collapsed categories.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

XRETH7PW

Recode Imputed Race 7 Levels

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA177_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
88	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
18886	20.8	1	1	NH White
5641	6.2	2	2	NH Black
5891	6.5	3	3	Hispanic
1061	1.2	4	4	NH AIAN
2832	3.1	5	5	NH Asian
342	0.4	6	6	NH NHPI
1057	1.2	7	7	NH Two or More Races
91024	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This is a 7 level race variable. It is created from HISP_IM and RACE_IM, but has collapsed categories.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

XRETH7R

Recode Imputed Race 7 Levels

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA179_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
88	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
1061	1.2	1	1	Non-H Native American or Alaskan Native
2832	3.1	2	2	Non-H Asian
5641	6.2	3	3	Non-H Black
18886	20.8	4	4	Non-H White
5891	6.5	5	5	Hispanic2
1057	1.2	6	6	More than one race2
342	0.4	7	7	Non-H Hawaiian Pacific Islander
91024	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

XSEX

Imputed Sex

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	SEX_B	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
31	0.0	-9	.	No response
55226	60.7	-1	.B	No survey return
29875	32.8	1	1	Male
5892	6.5	2	2	Female
91024	100.0	TOTALS		

This variable is created from self-report data (SRSEX). If self-report data are missing, the values are imputed with record data (CSEX).

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

XSEXF

Imputed Sex Flag

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA180_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
31	0.0	-9	.	No response
55226	60.7	-1	.B	No survey return
34491	37.9	1	1	Not imputed variable flag
1276	1.4	2	2	Imputed variable flag
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

XSEXRET7

Recode Imputed XRETH7 by XSEX

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA163_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
119	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
815	0.9	11	11	NH Native American or Alaskan Native Male
246	0.3	12	12	NH Native American or Alaskan Native Female
2413	2.7	21	21	NH Asian Male
418	0.5	22	22	NH Asian Female
4230	4.7	31	31	NH Black Male
1405	1.5	32	32	NH Black Female
16378	18.0	41	41	NH White Male
2495	2.7	42	42	NH White Female
4863	5.3	51	51	Hispanic Male
1019	1.1	52	52	Hispanic Female
824	0.9	61	61	More than one race Male
231	0.3	62	62	More than one race Female
277	0.3	71	71	NH Hawaiian Pacific Islander Male
65	0.1	72	72	NH Hawaiian Pacific Islander Female
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

XSPRETH2

Supervisor Race/Ethnicity

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA072_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2353	2.6	-9	.	No response
55226	60.7	-1	.B	No survey return
24965	27.4	1	1	Non-Hispanic White
8480	9.3	2	2	Total Minority
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

XSVC

Imputed Service

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA168_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
31	0.0	-9	.	No response
55226	60.7	-1	.B	No survey return
13244	14.6	1	1	Army
8358	9.2	2	2	Navy
4675	5.1	3	3	Marine Corps
8048	8.8	4	4	Air Force
1442	1.6	5	5	Coast_Guard
91024	100.0	TOTALS		

This variable is created from self-report data (SRSVC1). If self-report data are missing, the values are imputed with record data (CSERVICE).

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

XSVC2

Recode Imputed Service

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA134_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
31	0.0	-9	.	No response
55226	60.7	-1	.B	No survey return
1442	1.6	-6	.N	Not applicable
13244	14.6	1	1	Army
8358	9.2	2	2	Navy
4675	5.1	3	3	Marine Corps
8048	8.8	4	4	Air Force
91024	100.0	TOTALS		

This variable is a recode of XSVC. XSVC2 has Coast Guards set to "Not Applicable."

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

XSVCF

Imputed Service Flag

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA180_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
31	0.0	-9	.	No response
55226	60.7	-1	.B	No survey return
34528	37.9	1	1	Not imputed variable flag
1239	1.4	2	2	Imputed variable flag
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

XSVRET2

Recode Imputed XRETH2 by XSVC

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA164_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
119	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
7206	7.9	11	11	NH White Army
4590	5.0	12	12	NH White Navy
1804	2.0	13	13	NH White Marine Corps
4568	5.0	14	14	NH White Air Force
705	0.8	15	15	NH White Coast Guard
6009	6.6	21	21	Total Minority Army
3762	4.1	22	22	Total Minority Navy
2857	3.1	23	23	Total Minority Marine Corps
3444	3.8	24	24	Total Minority Air Force
734	0.8	25	25	Total Minority Coast Guard
91024	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

XSVRET7

Recode Imputed XRETH7 by XSVC

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA161_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
119	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
381	0.4	11	11	NH Native American or Alaskan Native Army
176	0.2	12	12	NH Native American or Alaskan Native Navy
226	0.3	13	13	NH Native American or Alaskan Native Marine Corps
250	0.3	14	14	NH Native American or Alaskan Native Air Force
28	0.0	15	15	NH Native American or Alaskan Native Coast Guard
873	1.0	21	21	NH Asian Army
955	1.1	22	22	NH Asian Navy
359	0.4	23	23	NH Asian Marine Corps
610	0.7	24	24	NH Asian Air Force
34	0.0	25	25	NH Asian Coast Guard
2456	2.7	31	31	NH Black Army
1134	1.3	32	32	NH Black Navy
740	0.8	33	33	NH Black Marine Corps
1043	1.2	34	34	NH Black Air Force
262	0.3	35	35	NH Black Coast Guard
7206	7.9	41	41	NH White Army
4590	5.0	42	42	NH White Navy
1804	2.0	43	43	NH White Marine Corps
4568	5.0	44	44	NH White Air Force
705	0.8	45	45	NH White Coast Guard
1794	2.0	51	51	Hispanic Army
1188	1.3	52	52	Hispanic Navy
1375	1.5	53	53	Hispanic Marine Corps
1178	1.3	54	54	Hispanic Air Force
347	0.4	55	55	Hispanic Coast Guard
336	0.4	61	61	More than one race Army
263	0.3	62	62	More than one race Navy
118	0.1	63	63	More than one race Marine Corps
290	0.3	64	64	More than one race Air Force
48	0.1	65	65	More than one race Coast Guard
169	0.2	71	71	NH Hawaiian Pacific Islander Army
46	0.1	72	72	NH Hawaiian Pacific Islander Navy
39	0.0	73	73	NH Hawaiian Pacific Islander Marine Corps
73	0.1	74	74	NH Hawaiian Pacific Islander Air Force

(CONTINUED)

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

XSVRET7

Recode Imputed XRETH7 by XSVC

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA161_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
15	0.0	75	75	NH Hawaiian Pacific Islander Coast Guard
91024	100.3	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

XSVRT6PI

Recode Imputed XRETH6PI by XSVC

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA016_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
119	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
381	0.4	11	11	NH Native American or Alaskan Native Army
176	0.2	12	12	NH Native American or Alaskan Native Navy
226	0.3	13	13	NH Native American or Alaskan Native Marine Corps
250	0.3	14	14	NH Native American or Alaskan Native Air Force
28	0.0	15	15	NH Native American or Alaskan Native Coast Guard
1056	1.2	21	21	NH Asian/Hawaiian Pacific Islander Army
1008	1.1	22	22	NH Asian/Hawaiian Pacific Islander Navy
404	0.4	23	23	NH Asian/Hawaiian Pacific Islander Marine Corps
701	0.8	24	24	NH Asian/Hawaiian Pacific Islander Air Force
51	0.1	25	25	NH Asian/Hawaiian Pacific Islander Coast Guard
2456	2.7	31	31	NH Black Army
1134	1.3	32	32	NH Black Navy
740	0.8	33	33	NH Black Corps
1043	1.2	34	34	NH Black Air Force
262	0.3	35	35	NH Black Coast Guard
7206	7.9	41	41	NH White Army
4590	5.0	42	42	NH White Navy
1804	2.0	43	43	NH White Marine Corps
4568	5.0	44	44	NH White Air Force
705	0.8	45	45	NH White Coast Guard
1794	2.0	51	51	Hispanic Army
1188	1.3	52	52	Hispanic Navy
1375	1.5	53	53	Hispanic Marine Corps
1178	1.3	54	54	Hispanic Air Force
347	0.4	55	55	Hispanic Coast Guard
322	0.4	61	61	More than one race Army
256	0.3	62	62	More than one race Navy
112	0.1	63	63	More than one race Marine Corps
272	0.3	64	64	More than one race Air Force
46	0.1	65	65	More than one race Coast Guard
91024	100.3	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

XSXRT6PI

Recode Imputed XRETH6PI by XSEX

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA020_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
119	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
815	0.9	11	11	NH Native American or Alaskan Native Male
246	0.3	12	12	NH Native American or Alaskan Native Female
2724	3.0	21	21	NH Asian/Hawaiian Pacific Islander Male
496	0.5	22	22	NH Asian/Hawaiian Pacific Islander Female
4230	4.7	31	31	NH Black Male
1405	1.5	32	32	NH Black Female
16378	18.0	41	41	NH White Male
2495	2.7	42	42	NH White Female
4863	5.3	51	51	Hispanic Male
1019	1.1	52	52	Hispanic Female
790	0.9	61	61	More than one race Male
218	0.2	62	62	More than one race Female
91024	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

RACESEXPAY

Race by Gender by Paygrade - Confidentiality Analysis

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	RCSXPY	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
88	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
210	0.2	111	111	AIAN Male E1-E4
331	0.4	112	112	AIAN Male E5-E9
44	0.1	113	113	AIAN Male W1-W5
134	0.2	114	114	AIAN Male O1-O3
96	0.1	115	115	AIAN Male O4-O6
110	0.1	121	121	AIAN Female E1-E4
85	0.1	122	122	AIAN Female E5-E9
2	0.0	123	123	AIAN Female W1-W5
25	0.0	124	124	AIAN Female O1-O3
24	0.0	125	125	AIAN Female O4-O6
676	0.7	211	211	Asian Male E1-E4
1028	1.1	212	212	Asian Male E5-E9
46	0.1	213	213	Asian Male W1-W5
428	0.5	214	214	Asian Male O1-O3
236	0.3	215	215	Asian Male O4-O6
145	0.2	221	221	Asian Female E1-E4
125	0.1	222	222	Asian Female E5-E9
7	0.0	223	223	Asian Female W1-W5
101	0.1	224	224	Asian Female O1-O3
40	0.0	225	225	Asian Female O4-O6
762	0.8	311	311	Black Male E1-E4
1847	2.0	312	312	Black Male E5-E9
305	0.3	313	313	Black Male W1-W5
676	0.7	314	314	Black Male O1-O3
644	0.7	315	315	Black Male O4-O6
351	0.4	321	321	Black Female E1-E4
539	0.6	322	322	Black Female E5-E9
54	0.1	323	323	Black Female W1-W5
280	0.3	324	324	Black Female O1-O3
183	0.2	325	325	Black Female O4-O6
3029	3.3	411	411	White Male E1-E4
4613	5.1	412	412	White Male E5-E9
888	1.0	413	413	White Male W1-W5
3720	4.1	414	414	White Male O1-O3
4140	4.6	415	415	White Male O4-O6
709	0.8	421	421	White Female E1-E4
607	0.7	422	422	White Female E5-E9
40	0.0	423	423	White Female W1-W5
659	0.7	424	424	White Female O1-O3
481	0.5	425	425	White Female O4-O6
1636	1.8	511	511	Hispanic Male E1-E4
2062	2.3	512	512	Hispanic Male E5-E9

(CONTINUED)

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

RACESEXPAY

Race by Gender by Paygrade - Confidentiality Analysis

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	RCSXPY	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
191	0.2	513	513	Hispanic Male W1-W5
654	0.7	514	514	Hispanic Male 01-03
329	0.4	515	515	Hispanic Male 04-06
483	0.5	521	521	Hispanic Female E1-E4
332	0.4	522	522	Hispanic Female E5-E9
13	0.0	523	523	Hispanic Female W1-W5
140	0.2	524	524	Hispanic Female 01-03
51	0.1	525	525	Hispanic Female 04-06
257	0.3	611	611	Two or More Races Male E1-E4
258	0.3	612	612	Two or More Races Male E5-E9
30	0.0	613	613	Two or More Races Male W1-W5
164	0.2	614	614	Two or More Races Male 01-03
116	0.1	615	615	Two or More Races Male 04-06
76	0.1	621	621	Two or More Races Female E1-E4
63	0.1	622	622	Two or More Races Female E5-E9
4	0.0	623	623	Two or More Races Female W1-W5
62	0.1	624	624	Two or More Races Female 01-03
27	0.0	625	625	Two or More Races Female 04-06
103	0.1	711	711	NHPI Male E1-E4
123	0.1	712	712	NHPI Male E5-E9
9	0.0	713	713	NHPI Male W1-W5
29	0.0	714	714	NHPI Male 01-03
13	0.0	715	715	NHPI Male 04-06
37	0.0	721	721	NHPI Female E1-E4
21	0.0	722	722	NHPI Female E5-E9
5	0.0	724	724	NHPI Female 01-03
2	0.0	725	725	NHPI Female 04-06
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

RACESEXPAYR

Race by Gender by Paygrade - Collapsed

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	RCSXPYR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
88	0.1	-9	.	No response
55226	60.7	-1	.B	No survey return
46	0.1	1	1	AIAN W1-W5
210	0.2	2	2	AIAN Male E1-E4
331	0.4	3	3	AIAN Male E5-E9
134	0.2	4	4	AIAN Male 01-03
96	0.1	5	5	AIAN Male 04-06
110	0.1	6	6	AIAN Female E1-E4
85	0.1	7	7	AIAN Female E5-E9
49	0.1	8	8	AIAN Female Officers
53	0.1	9	9	Asian W1-W5
676	0.7	10	10	Asian Male E1-E4
1028	1.1	11	11	Asian Male E5-E9
428	0.5	12	12	Asian Male 01-03
236	0.3	13	13	Asian Male 04-06
145	0.2	14	14	Asian Female E1-E4
125	0.1	15	15	Asian Female E5-E9
101	0.1	16	16	Asian Female 01-03
40	0.0	17	17	Asian Female 04-06
359	0.4	18	18	Black W1-W5
762	0.8	19	19	Black Male E1-E4
1847	2.0	20	20	Black Male E5-E9
676	0.7	21	21	Black Male 01-03
644	0.7	22	22	Black Male 04-06
351	0.4	23	23	Black Female E1-E4
539	0.6	24	24	Black Female E5-E9
280	0.3	25	25	Black Female 01-03
183	0.2	26	26	Black Female 04-06
928	1.0	27	27	White W1-W5
3029	3.3	28	28	White Male E1-E4
4613	5.1	29	29	White Male E5-E9
3720	4.1	30	30	White Male 01-03
4140	4.6	31	31	White Male 04-06
709	0.8	32	32	White Female E1-E4
607	0.7	33	33	White Female E5-E9
659	0.7	34	34	White Female 01-03
481	0.5	35	35	White Female 04-06
204	0.2	36	36	Hispanic W1-W5
1636	1.8	37	37	Hispanic Male E1-E4
2062	2.3	38	38	Hispanic Male E5-E9
654	0.7	39	39	Hispanic Male 01-03
329	0.4	40	40	Hispanic Male 04-06
483	0.5	41	41	Hispanic Female E1-E4
332	0.4	42	42	Hispanic Female E5-E9

(CONTINUED)

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

RACESEXPAYR

Race by Gender by Paygrade - Collapsed

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	RCSXPYR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
140	0.2	43	43	Hispanic Female 01-03
51	0.1	44	44	Hispanic Female 04-06
34	0.0	45	45	Two or More Races W1-W5
257	0.3	46	46	Two or More Races Male E1-E4
258	0.3	47	47	Two or More Races Male E5-E9
164	0.2	48	48	Two or More Races Male 01-03
116	0.1	49	49	Two or More Races Male 04-06
76	0.1	50	50	Two or More Races Female E1-E4
63	0.1	51	51	Two or More Races Female E5-E9
62	0.1	52	52	Two or More Races Female 01-03
27	0.0	53	53	Two or More Races Female 04-06
140	0.2	54	54	NHPI E1-E4
144	0.2	55	55	NHPI E5-E9
58	0.1	56	56	NHPI Officer
91024	100.4	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

SEX_B

Gender - Confidentiality Analysis

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	SEX_B	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1633	1.8	-9	.	No response
55226	60.7	-1	.B	No survey return
28389	31.2	1	1	Male
5776	6.4	2	2	Female
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

PAY5L_B

Five Level Pay - Confidentiality Analysis

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	PAY5L_B	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
8601	9.5	1	1	E1-E4
12058	13.3	2	2	E5-E9
1637	1.8	3	3	W1-W5
7103	7.8	4	4	O1-O3
6399	7.0	5	5	O4-O6
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Variables for Analysis-Confidential Variables

PAY2L_B

Two Level Pay - Confidentiality Analysis

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	PAY2L_B	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
20659	22.7	1	1	Enlisted
15139	16.6	2	2	Officer
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Operations-Confidential Variables

BATCH

DRC batch number applied

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA246_	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
7	0.0	1	1	Batch 001
3	0.0	2	2	Batch 002
49	0.1	3	3	Batch 003
48	0.1	4	4	Batch 004
48	0.1	5	5	Batch 005
50	0.1	6	6	Batch 006
38	0.0	7	7	Batch 007
47	0.1	8	8	Batch 008
49	0.1	9	9	Batch 009
49	0.1	10	10	Batch 010
49	0.1	11	11	Batch 011
47	0.1	12	12	Batch 012
49	0.1	13	13	Batch 013
50	0.1	14	14	Batch 014
13	0.0	15	15	Batch 015
49	0.1	16	16	Batch 016
20	0.0	17	17	Batch 017
49	0.1	18	18	Batch 018
8	0.0	19	19	Batch 019
48	0.1	20	20	Batch 020
49	0.1	21	21	Batch 021
50	0.1	22	22	Batch 022
13	0.0	23	23	Batch 023
50	0.1	24	24	Batch 024
12	0.0	25	25	Batch 025
48	0.1	26	26	Batch 026
48	0.1	27	27	Batch 027
47	0.1	28	28	Batch 028
48	0.1	29	29	Batch 029
49	0.1	30	30	Batch 030
34	0.0	31	31	Batch 031
49	0.1	32	32	Batch 032
39	0.0	33	33	Batch 033
48	0.1	34	34	Batch 034
50	0.1	35	35	Batch 035
49	0.1	36	36	Batch 036
49	0.1	37	37	Batch 037
49	0.1	38	38	Batch 038
49	0.1	39	39	Batch 039
11	0.0	40	40	Batch 040
49	0.1	41	41	Batch 041
50	0.1	42	42	Batch 042
19	0.0	43	43	Batch 043
48	0.1	44	44	Batch 044

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WEOA2005 Workplace & Equal Opportunity Survey
Information on Operations-Confidential Variables

BATCH

DRC batch number applied

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA246_	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6	0.0	45	45	Batch 045
50	0.1	46	46	Batch 046
26	0.0	47	47	Batch 047
50	0.1	48	48	Batch 048
48	0.1	49	49	Batch 049
50	0.1	50	50	Batch 050
48	0.1	51	51	Batch 051
38	0.0	52	52	Batch 052
33673	37.0	501	501	Batch 501
3	0.0	800	800	Batch 800
1	0.0	801	801	Batch 801
1	0.0	802	802	Batch 802
14	0.0	803	803	Batch 803
3	0.0	804	804	Batch 804
1	0.0	805	805	Batch 805
1	0.0	806	806	Batch 806
2	0.0	807	807	Batch 807
3	0.0	808	808	Batch 808
2	0.0	810	810	Batch 810
1	0.0	811	811	Batch 811
91024	101.4	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Operations-Confidential Variables

BLKREAS

Reason survey returned blank

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA002_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
35766	39.3	0	0	Not blank
3	0.0	3	3	Blank - no reason
2	0.0	4	4	Refused - too long/no time
3	0.0	6	6	Refused - other
1	0.0	9	9	Ineligible - separated from military
1	0.0	12	12	Ineligible - retired
22	0.0	14	14	Unreachable at this address - deployed
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Operations-Confidential Variables

DARVDATE

Date survey arrived

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA		DATE9	NUM	5	MMDDYY8

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	18010101	.B	No survey return
2300	2.5	20050124	16460	01/24/2005
4521	5.0	20050125	16461	01/25/2005
1789	2.0	20050126	16462	01/26/2005
1195	1.3	20050127	16463	01/27/2005
863	1.0	20050128	16464	01/28/2005
393	0.4	20050129	16465	01/29/2005
448	0.5	20050130	16466	01/30/2005
855	0.9	20050131	16467	01/31/2005
1660	1.8	20050201	16468	02/01/2005
1701	1.9	20050202	16469	02/02/2005
666	0.7	20050203	16470	02/03/2005
500	0.6	20050204	16471	02/04/2005
290	0.3	20050205	16472	02/05/2005
204	0.2	20050206	16473	02/06/2005
490	0.5	20050207	16474	02/07/2005
454	0.5	20050208	16475	02/08/2005
1026	1.1	20050209	16476	02/09/2005
1139	1.3	20050210	16477	02/10/2005
724	0.8	20050211	16478	02/11/2005
386	0.4	20050212	16479	02/12/2005
380	0.4	20050213	16480	02/13/2005
637	0.7	20050214	16481	02/14/2005
546	0.6	20050215	16482	02/15/2005
613	0.7	20050216	16483	02/16/2005
808	0.9	20050217	16484	02/17/2005
364	0.4	20050218	16485	02/18/2005
199	0.2	20050219	16486	02/19/2005
172	0.2	20050220	16487	02/20/2005
209	0.2	20050221	16488	02/21/2005
348	0.4	20050222	16489	02/22/2005
276	0.3	20050223	16490	02/23/2005
209	0.2	20050224	16491	02/24/2005
378	0.4	20050225	16492	02/25/2005
239	0.3	20050226	16493	02/26/2005
202	0.2	20050227	16494	02/27/2005
383	0.4	20050228	16495	02/28/2005
209	0.2	20050301	16496	03/01/2005
146	0.2	20050302	16497	03/02/2005
112	0.1	20050303	16498	03/03/2005
119	0.1	20050304	16499	03/04/2005
96	0.1	20050305	16500	03/05/2005
109	0.1	20050306	16501	03/06/2005
472	0.5	20050307	16502	03/07/2005

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WEOA2005 Workplace & Equal Opportunity Survey
Information on Operations-Confidential Variables

DARVDATE Date survey arrived

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	DATE9	NUM	5	MMDDYY8

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
455	0.5	20050308	16503	03/08/2005
241	0.3	20050309	16504	03/09/2005
156	0.2	20050310	16505	03/10/2005
98	0.1	20050311	16506	03/11/2005
83	0.1	20050312	16507	03/12/2005
80	0.1	20050313	16508	03/13/2005
122	0.1	20050314	16509	03/14/2005
184	0.2	20050315	16510	03/15/2005
366	0.4	20050316	16511	03/16/2005
263	0.3	20050317	16512	03/17/2005
134	0.2	20050318	16513	03/18/2005
110	0.1	20050319	16514	03/19/2005
295	0.3	20050321	16516	03/21/2005
348	0.4	20050322	16517	03/22/2005
641	0.7	20050323	16518	03/23/2005
831	0.9	20050324	16519	03/24/2005
287	0.3	20050325	16520	03/25/2005
106	0.1	20050326	16521	03/26/2005
114	0.1	20050327	16522	03/27/2005
230	0.3	20050328	16523	03/28/2005
194	0.2	20050329	16524	03/29/2005
151	0.2	20050330	16525	03/30/2005
173	0.2	20050331	16526	03/31/2005
924	1.0	20050401	16527	04/01/2005
43	0.1	20050402	16528	04/02/2005
48	0.1	20050403	16529	04/03/2005
58	0.1	20050404	16530	04/04/2005
49	0.1	20050405	16531	04/05/2005
146	0.2	20050406	16532	04/06/2005
38	0.0	20050407	16533	04/07/2005
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Operations-Confidential Variables

DENTDATE Date survey processed

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA		DATE9	NUM	5	MMDDYY8

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	18010101	.B	No survey return
2300	2.5	20050124	16460	01/24/2005
4521	5.0	20050125	16461	01/25/2005
1789	2.0	20050126	16462	01/26/2005
1195	1.3	20050127	16463	01/27/2005
863	1.0	20050128	16464	01/28/2005
393	0.4	20050129	16465	01/29/2005
448	0.5	20050130	16466	01/30/2005
855	0.9	20050131	16467	01/31/2005
1660	1.8	20050201	16468	02/01/2005
1701	1.9	20050202	16469	02/02/2005
666	0.7	20050203	16470	02/03/2005
500	0.6	20050204	16471	02/04/2005
290	0.3	20050205	16472	02/05/2005
204	0.2	20050206	16473	02/06/2005
490	0.5	20050207	16474	02/07/2005
454	0.5	20050208	16475	02/08/2005
1026	1.1	20050209	16476	02/09/2005
1139	1.3	20050210	16477	02/10/2005
724	0.8	20050211	16478	02/11/2005
386	0.4	20050212	16479	02/12/2005
380	0.4	20050213	16480	02/13/2005
637	0.7	20050214	16481	02/14/2005
546	0.6	20050215	16482	02/15/2005
613	0.7	20050216	16483	02/16/2005
808	0.9	20050217	16484	02/17/2005
364	0.4	20050218	16485	02/18/2005
199	0.2	20050219	16486	02/19/2005
172	0.2	20050220	16487	02/20/2005
209	0.2	20050221	16488	02/21/2005
348	0.4	20050222	16489	02/22/2005
276	0.3	20050223	16490	02/23/2005
209	0.2	20050224	16491	02/24/2005
378	0.4	20050225	16492	02/25/2005
239	0.3	20050226	16493	02/26/2005
202	0.2	20050227	16494	02/27/2005
383	0.4	20050228	16495	02/28/2005
209	0.2	20050301	16496	03/01/2005
146	0.2	20050302	16497	03/02/2005
112	0.1	20050303	16498	03/03/2005
119	0.1	20050304	16499	03/04/2005
96	0.1	20050305	16500	03/05/2005
109	0.1	20050306	16501	03/06/2005
472	0.5	20050307	16502	03/07/2005

(CONTINUED)

WEOA2005 Workplace & Equal Opportunity Survey
Information on Operations-Confidential Variables

DENTDATE Date survey processed

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA		DATE9	NUM	5	MMDDYY8

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
455	0.5	20050308	16503	03/08/2005
241	0.3	20050309	16504	03/09/2005
156	0.2	20050310	16505	03/10/2005
98	0.1	20050311	16506	03/11/2005
83	0.1	20050312	16507	03/12/2005
80	0.1	20050313	16508	03/13/2005
122	0.1	20050314	16509	03/14/2005
184	0.2	20050315	16510	03/15/2005
366	0.4	20050316	16511	03/16/2005
263	0.3	20050317	16512	03/17/2005
134	0.2	20050318	16513	03/18/2005
110	0.1	20050319	16514	03/19/2005
295	0.3	20050321	16516	03/21/2005
348	0.4	20050322	16517	03/22/2005
641	0.7	20050323	16518	03/23/2005
831	0.9	20050324	16519	03/24/2005
287	0.3	20050325	16520	03/25/2005
106	0.1	20050326	16521	03/26/2005
114	0.1	20050327	16522	03/27/2005
230	0.3	20050328	16523	03/28/2005
194	0.2	20050329	16524	03/29/2005
151	0.2	20050330	16525	03/30/2005
173	0.2	20050331	16526	03/31/2005
924	1.0	20050401	16527	04/01/2005
43	0.1	20050402	16528	04/02/2005
48	0.1	20050403	16529	04/03/2005
58	0.1	20050404	16530	04/04/2005
49	0.1	20050405	16531	04/05/2005
146	0.2	20050406	16532	04/06/2005
38	0.0	20050407	16533	04/07/2005
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Operations-Confidential Variables

DUPRET

Multitple returns flag - excludes blanks

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA183_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
32	0.0	-9	.	Surveys returned blank
55226	60.7	-1	.B	No survey return
35488	39.0	0	0	Respondent returned one completed survey
278	0.3	1	1	Respondent returned more than one completed survey
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Operations-Confidential Variables

DUPRET2

Multiple returns flag - includes blanks

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA159_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
35515	39.0	0	0	Respondent returned one survey
283	0.3	1	1	Respondent returned more than one survey
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Operations-Confidential Variables

FLAG_FIN

Final Disposition

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA160_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
35568	39.1	1	1	1 - Returned survey
4	0.0	2	2	2 - Return (deceased)
15	0.0	6	6	6 - Return (separated/retired)
85	0.1	7	7	7 - Return (deployed)
94	0.1	8	8	8 - Return (all other reasons)
2	0.0	13	13	13 - Returned Blank (separated/retired)
5	0.0	14	14	14 - Returned Blank (active refusal)
22	0.0	15	15	15 - Returned Blank (deployed)
3	0.0	17	17	17 - Returned Blank (no reason)
49	0.1	18	18	18 - No Return (deceased)
3	0.0	19	19	19 - No Return (incarcerated)
132	0.2	22	22	22 - No Return (separated/retired)
91	0.1	23	23	23 - No Return (active refusal)
405	0.4	24	24	24 - No Return (deployed)
10	0.0	25	25	25 - No Return (all other reasons)
42968	47.2	26	26	26 - No Return (no reason)
3195	3.5	27	27	27 - PND (no address remaining)
8370	9.2	28	28	28 - PND (address remaining at the close of field)
3	0.0	29	29	29 - Original Non-Locatable
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Operations-Confidential Variables

INCWEB

Incomplete Web flag

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA133_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
2125	2.3	-29	.F	Not on form
5967	6.6	1	1	Incomplete Web survey
27706	30.4	2	2	Complete Web survey
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Operations-Confidential Variables

INRECNO Master SCS ID number

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	8	NUM	8	STDOS8

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 1 to 91024.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Operations-Confidential Variables

LITHO

Litho code

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
9	NUM	8	9

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 400101 to 4089851.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Operations-Confidential Variables

MAILTYP

Mail Type

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA181_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
33673	37.0	1	1	Notification
2125	2.3	4	4	Wave 2
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Operations-Confidential Variables

REFUSE

Reason survey refused

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA156_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
90759	99.7	0	0	0 - Not refused
103	0.1	3	3	3 - No Reason
54	0.1	4	4	4 - Survey took too long
27	0.0	5	5	5 - Intrusive
65	0.1	6	6	6 - Other
11	0.0	15	15	15 - Not at this address/refused by current resident
5	0.0	50	50	Permanent Do Not Survey
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Operations-Confidential Variables

SCSINEL

Reason reported for ineligibility

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA155_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
90296	99.2	0	0	0 - Not ineligible
53	0.1	2	2	2 - Deceased
3	0.0	7	7	7 - Incarcerated
9	0.0	8	8	8 - Ill
62	0.1	9	9	9 - Separated
88	0.1	12	12	12 - Retired
4	0.0	13	13	13 - Other
509	0.6	14	14	14 - Deployed
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Operations-Confidential Variables

SERIAL DRC serial number applied

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EA253_	NUM	4	STDOS6

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 1 to 33901.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Operations-Confidential Variables

SURVFORM Survey form type

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	SRVFORM	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
2125	2.3	1	1	Paper survey
33673	37.0	2	2	Web survey
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Operations-Confidential Variables

SURVMAIL

Mailing number

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA174_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
32251	35.4	1	1	M1 - Notification 12/15/04
82	0.1	2	2	M2 - Reminder 1 01/05/05
1329	1.5	3	3	M3 - Reminder 1 01/06/05
11	0.0	4	4	M4 - Reminder 1 01/25/05
1943	2.1	33	33	M33 - Reminder 3 03/01/05
2	0.0	34	34	M34 - Reminder 3 03/01/05
108	0.1	35	35	M35 - Reminder 3 03/01/05
71	0.1	41	41	M41 - Reminder 3 03/08/05
1	0.0	43	43	M43 - Reminder 3 03/08/05
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Operations-Confidential Variables

WBTICKNO Web survey access code

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	\$EA244_	CHAR	8	\$CHAR008

CODES TOO NUMEROUS TO LIST HERE.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Operations-Confidential Variables

WEBSTAT

Web survey status code

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA170_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2125	2.3	-9	.	No response
55226	60.7	-1	.B	No survey return
2606	2.9	2	2	Exit without saving/returning
3361	3.7	3	3	Web survey saved, not submitted
27706	30.4	4	4	Web survey submitted
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

AFMS

Active Federal Military Service Years (AKA TAFMS)

OS DATA		SAS DATA				
COLS	LENGTH	FORMAT	NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	2		NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
11418	12.5	0	0	0
12466	13.7	1	1	1
11231	12.3	2	2	2
8512	9.4	3	3	3
5460	6.0	4	4	4
4348	4.8	5	5	5
3742	4.1	6	6	6
3222	3.5	7	7	7
2522	2.8	8	8	8
2262	2.5	9	9	9
2188	2.4	10	10	10
2030	2.2	11	11	11
2009	2.2	12	12	12
1949	2.1	13	13	13
1852	2.0	14	14	14
2042	2.2	15	15	15
1918	2.1	16	16	16
1972	2.2	17	17	17
2049	2.3	18	18	18
1750	1.9	19	19	19
1240	1.4	20	20	20
982	1.1	21	21	21
775	0.9	22	22	22
606	0.7	23	23	23
470	0.5	24	24	24
349	0.4	25	25	25
280	0.3	26	26	26
255	0.3	27	27	27
143	0.2	28	28	28
107	0.1	29	29	29
26	0.0	30	30	30
24	0.0	31	31	31
15	0.0	32	32	32
13	0.0	33	33	33
7	0.0	34	34	34
2	0.0	35	35	35
3	0.0	36	36	36
4	0.0	37	37	37
2	0.0	38	38	38
1	0.0	39	39	39
1	0.0	40	40	40
777	0.9	99	99	99
91024	100.0	TOTALS		

From the 0406 Active Duty Master Edit File

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

AGE Current age

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	3	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
103	0.1	17	17	17
1718	1.9	18	18	18
5706	6.3	19	19	19
7357	8.1	20	20	20
7761	8.5	21	21	21
6920	7.6	22	22	22
5995	6.6	23	23	23
5149	5.7	24	24	24
4595	5.1	25	25	25
4110	4.5	26	26	26
3593	4.0	27	27	27
3134	3.4	28	28	28
2943	3.2	29	29	29
2604	2.9	30	30	30
2662	2.9	31	31	31
2491	2.7	32	32	32
2446	2.7	33	33	33
2411	2.7	34	34	34
2127	2.3	35	35	35
2107	2.3	36	36	36
1964	2.2	37	37	37
1907	2.1	38	38	38
1812	2.0	39	39	39
1662	1.8	40	40	40
1418	1.6	41	41	41
1236	1.4	42	42	42
1003	1.1	43	43	43
831	0.9	44	44	44
659	0.7	45	45	45
545	0.6	46	46	46
470	0.5	47	47	47
397	0.4	48	48	48
305	0.3	49	49	49
249	0.3	50	50	50
174	0.2	51	51	51
125	0.1	52	52	52
98	0.1	53	53	53
62	0.1	54	54	54
45	0.1	55	55	55
42	0.1	56	56	56
34	0.0	57	57	57
12	0.0	58	58	58
11	0.0	59	59	59

(CONTINUED)

This variable is constructed from 0406 Active Duty Master Edit file.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

AGE Current age

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	3	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
14	0.0	60	60	60
5	0.0	61	61	61
4	0.0	62	62	62
1	0.0	63	63	63
1	0.0	64	64	64
4	0.0	65	65	65
1	0.0	69	69	69
1	0.0	999	999	999
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable is constructed from 0406 Active Duty Master Edit file.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

BAHBAS

Basic Allowance For Housing Location

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	BAHBAS	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
20976	23.0	-9	.	No Match
51388	56.5	1	1	Duty location
18660	20.5	2	2	Dependent location
91024	100.0	TOTALS		

From the 0404 BAH Pop file

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

BAHREC

Basic Allowance For Housing Flag

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	BAHREC	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
20976	23.0	-9	.	No Match
25672	28.2	0	0	Not receiving BAH
44376	48.8	1	1	Receipt of BAH
91024	100.0	TOTALS		

From the 0404 BAH Pop file

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

BAHSTAT

Basic Allowance For Housing Status

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	BAHSTAT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
20976	23.0	-9	.	No Match
33688	37.0	1	1	Without dependents
36360	40.0	2	2	With dependents
91024	100.0	TOTALS		

From the 0404 BAH Pop file

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

BAQPAYST Basic Allowance for Quarters (BAQ)/Basic Allowance for
Housing (BAH) status

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA004_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2653	2.9	-9	.	NA
32454	35.7	1	1	1 BAQ With Dependents
15291	16.8	2	2	2 BAQ Without Dependents
25788	28.3	3	3	3 PARTIAL BAQ
9	0.0	4	4	4 BAQ With Dependents, inadequate quarters
14829	16.3	5	5	5 NO BAQ, adequate quarters
91024	100.0	TOTALS		

This variable is taken from the 0404 Active Duty Pay File.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

CCONUS

CONUS

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA206_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
147	0.2	0	0	Unknown
63931	70.2	1	1	CONUS (all 48 contiguous states and the District of Columbia)
26946	29.6	2	2	OCONUS (non-contiguous states, territories and countries)
91024	100.0	TOTALS		

This variable is constructed from 0404 Active Duty Master Edit file.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

CDOD

Constructed DoD

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA224_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3166	3.5	1	1	Not DoD
87858	96.5	2	2	DoD
91024	100.0	TOTALS		

This variable is constructed from 0404 Active Duty Master Edit file.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

CEDUC Education Level grouped

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA188_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4803	5.3	-9	.	Unknown
57889	63.6	1	1	No college
5518	6.1	2	2	Some college
15439	17.0	3	3	4 year degree
7375	8.1	4	4	Grad/Prof degree
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

Constructed from EDUC

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

CEDUC4

Education Level 4

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA251_	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
62692	68.9	1	1	No college or missing
5518	6.1	2	2	Some college
22814	25.1	3	3	4-year degree or higher
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

CEYOS

Constructed Enlisted Years of Service

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA222_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
14615	16.1	1	1	Enlisted 3 to less than 6 YOS
7733	8.5	2	2	Enlisted 6 to less than 10 YOS
68676	75.5	3	3	Other/Unknown
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

CHILDCNT Number of Children Counter

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA245_	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
54887	60.3	0	0	0
13813	15.2	1	1	1
13798	15.2	2	2	2
5915	6.5	3	3	3
1861	2.0	4	4	4
526	0.6	5	5	5
170	0.2	6	6	6
38	0.0	7	7	7
11	0.0	8	8	8
5	0.0	9	9	9
91024	100.0	TOTALS		

This variable is constructed from the June 2004 Family Database file.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

CHILDST

Members Children

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA214_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
36137	39.7	1	1	With Children
54887	60.3	2	2	Without Children
91024	100.0	TOTALS		

This variable is constructed from FAMSTAT.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

CINC

CinCs

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA201_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
150	0.2	0	0	Unknown or Unassigned
67605	74.3	1	1	America
9336	10.3	2	2	Europe
10279	11.3	3	3	Pacific
3331	3.7	4	4	Central
323	0.4	5	5	South
91024	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable is constructed from 0404 Active Duty Master Edit file using MEMLOC and DUTYLOC.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

CMARITAL CMARITAL status

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA226_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
45428	49.9	1	1	Not Married
45596	50.1	2	2	Married
91024	100.0	TOTALS		

This variable is constructed from MRTL_STA. MRTL_STA is from the 0404 Active Duty Edit Master File.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

CPAYGRP1

Pay Grade Group 1

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA190_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
26642	29.3	1	1	E1-E3
16571	18.2	2	2	E4
18523	20.4	3	3	E5-E6
4137	4.5	4	4	E7-E9
2758	3.0	5	5	W1-W5
13863	15.2	6	6	O1-O3
8530	9.4	7	7	O4-O6
91024	100.0	TOTALS		

This variable is constructed from 0404 Active Duty Master Edit file.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

CPAYGRP2

Pay Grade Group 2

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA197_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
65873	72.4	1	1	Enlisted (E1-E9)
2758	3.0	2	2	Warrant Officers (W1-W5)
22393	24.6	3	3	Commissioned Officers (O1-O6)
91024	100.0	TOTALS		

This variable is a collapsed version of variable Pay Grade Group1. Pay Grade Group 1 is constructed from 0404 Active Duty Master Edit file.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

CPAYGRP3

Pay Grade Group 3

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA194_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
26642	29.3	1	1	E1-E3
27616	30.3	2	2	E4-E5
11615	12.8	3	3	E6-E9
2758	3.0	4	4	W1-W5
13863	15.2	5	5	O1-O3
8530	9.4	6	6	O4-O6
91024	100.0	TOTALS		

This variable is a collapsed version of variable Pay Grade Group1. Pay Grade Group 1 is constructed from 0404 Active Duty Master Edit file.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

CPAYGRP4

Pay Grade Group 4

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA195_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
26642	29.3	1	1	E1-E3
16571	18.2	2	2	E4
18523	20.4	3	3	E5-E6
4137	4.5	4	4	E7-E9
25151	27.6	5	5	All Officers
91024	100.0	TOTALS		

This variable is a collapsed version of variable Pay Grade Group1. Pay Grade Group 1 is constructed from 0404 Active Duty Master Edit file.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

CPAYGRP5

Pay Grade Group 5

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA196_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
43213	47.5	1	1	E1-E4
22660	24.9	2	2	E5-E9
2758	3.0	3	3	W1-W5
13863	15.2	4	4	O1-O3
8530	9.4	5	5	O4-O6
91024	100.0	TOTALS		

This variable is a collapsed version of variable Pay Grade Group1. Pay Grade Group 1 is constructed from 0404 Active Duty Master Edit file.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

CPAYGRP6

Pay Grade Group 6

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA198_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
65873	72.4	1	1	Enlisted
25151	27.6	2	2	Officer
91024	100.0	TOTALS		

This variable is constructed from 0404 Active Duty Master Edit file.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

CRACECAT Race/Ethnic Category 2

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA209_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2646	2.9	0	0	Unknown
42682	46.9	1	1	Non-minority
45696	50.2	2	2	Minority, Other
91024	100.0	TOTALS		

This variable is constructed from 0404 Active Duty Master Edit file.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

CREGINS

Regions

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA211_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
147	0.2	0	0	Unknown
67851	74.5	1	1	US & US territories
9434	10.4	2	2	Europe
3569	3.9	3	3	Other
10023	11.0	4	4	Asia & Pacific Islands
91024	100.0	TOTALS		

This variable is constructed from 0404 Active Duty Master Edit file.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

CREGION1 Regions - collapsed version of CREGINS

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA227_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
71621	78.7	1	1	US & US territories, Other, Unknown
9429	10.4	2	2	Europe
9974	11.0	3	3	Asia & Pacific Islands
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable is constructed from 0404 Active Duty Master Edit file.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

CSERVICE Constructed Service

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA217_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
33031	36.3	1	1	Army
19938	21.9	2	2	Navy
19163	21.1	3	3	Marine Corps
15726	17.3	4	4	Air Force
3166	3.5	5	5	Coast Guard
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable is constructed from 0406 Active Duty Master Edit file.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

CSEX

Person Sex Code

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA207_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
77330	85.0	1	1	Male
13694	15.0	2	2	Female
91024	100.0	TOTALS		

This variable is constructed from 0404 Active Duty Master Edit file.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

CYOS

Constructed Years of Service

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA215_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
35115	38.6	1	1	0 to less than 3
18320	20.1	2	2	3 to less than 6
11748	12.9	3	3	6 to less than 10
25841	28.4	4	4	10 and above
91024	100.0	TOTALS		

Constructed from the 0404 Active Duty Master Edit File

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

DDODOCC

Duty DoD Occupation Code

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA				
FORMAT	NAME	TYPE	LENGTH	INFORMAT
	6	NUM	5	STDOS6

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 100000 to 290500.

This variable is constructed from 0406 Active Duty Master Edit file.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

DEER0410

DEERS Match Flag

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	\$EA242_	CHAR	1	\$CHAR001

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
838	0.9	.	N	No Match
90186	99.1	.	Y	Match
91024	100.0	TOTALS		

From 0410 DEERS Medical PITE.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

DFBEG Begin date during fielding

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	YYMMDD8.	NUM	6	MMDDYY8

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
91024	100.0	20050124	16460	01/24/2005
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

DFD

During fielding deployment days

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	Z3	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
76058	83.6	0	0	0
29	0.0	1	1	1
17	0.0	2	2	2
34	0.0	3	3	3
147	0.2	4	4	4
119	0.1	5	5	5
63	0.1	6	6	6
34	0.0	7	7	7
507	0.6	8	8	8
11	0.0	9	9	9
41	0.1	10	10	10
77	0.1	11	11	11
53	0.1	12	12	12
69	0.1	13	13	13
79	0.1	14	14	14
56	0.1	15	15	15
50	0.1	16	16	16
101	0.1	17	17	17
23	0.0	18	18	18
67	0.1	19	19	19
45	0.1	20	20	20
110	0.1	21	21	21
102	0.1	22	22	22
93	0.1	23	23	23
41	0.1	24	24	24
115	0.1	25	25	25
110	0.1	26	26	26
105	0.1	27	27	27
93	0.1	28	28	28
43	0.1	29	29	29
47	0.1	30	30	30
143	0.2	31	31	31
83	0.1	32	32	32
60	0.1	33	33	33
50	0.1	34	34	34
259	0.3	35	35	35
1597	1.8	36	36	36
170	0.2	37	37	37
98	0.1	38	38	38
97	0.1	39	39	39
114	0.1	40	40	40
92	0.1	41	41	41
39	0.0	42	42	42
95	0.1	43	43	43

(CONTINUED)

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

DFD

During fielding deployment days

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	Z3	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
173	0.2	44	44	44
81	0.1	45	45	45
82	0.1	46	46	46
67	0.1	47	47	47
58	0.1	48	48	48
67	0.1	49	49	49
121	0.1	50	50	50
178	0.2	51	51	51
72	0.1	52	52	52
123	0.1	53	53	53
61	0.1	54	54	54
112	0.1	55	55	55
114	0.1	56	56	56
85	0.1	57	57	57
61	0.1	58	58	58
169	0.2	59	59	59
111	0.1	60	60	60
110	0.1	61	61	61
104	0.1	62	62	62
296	0.3	63	63	63
190	0.2	64	64	64
94	0.1	65	65	65
103	0.1	66	66	66
1229	1.4	67	67	67
127	0.1	68	68	68
35	0.0	69	69	69
124	0.1	70	70	70
5441	6.0	71	71	71
91024	100.4	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

DFEND End date during fielding

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	YYMMDD8.	NUM	6	MMDDYY8

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
91024	100.0	20050404	16530	04/04/2005
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

DSVC_SP Dual Service Spouse

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA202_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
85833	94.3	0	0	Unknown/Not Applicable
35	0.0	1	1	Not Dual Service Spouse
108	0.1	2	2	Dual Guard/Reserve Spouse
5048	5.6	3	3	Dual Active Spouse
91024	100.0	TOTALS		

This variable is constructed from JSVC_SP and MRTL_STA. JSVC_SP and MRTL_STA are from the 0406 Active Duty Master Edit File.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

DSVC_SP2 Dual Service Spouse 2

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA225_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
85868	94.3	1	1	Not Dual Service Spouse/Unknown/NA
5156	5.7	2	2	Dual Service Spouse
91024	100.0	TOTALS		

This variable is constructed from DSVC_SP. DSVC_SP is constructed from JSVC_SP and MRTL_STA. JSVC_SP and MRTL_STA are from the 0406 Active Duty Master Edit File.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

DUTYCTRY Duty Country Code

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	\$EA235_	CHAR	2	\$CHAR002

CODES TOO NUMEROUS TO LIST HERE.

This variable is constructed from 0406 Active Duty Master Edit file.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

DUTYSTE Duty State Code

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA		\$EA236_	CHAR	2	\$CHAR002

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
893	1.0	.	AK	Alaska
750	0.8	.	AL	Alabama
242	0.3	.	AR	Arkansas
1	0.0	.	AS	American Samoa
1338	1.5	.	AZ	Arizona
12363	13.6	.	CA	California
1307	1.4	.	CO	Colorado
367	0.4	.	CT	Connecticut
1031	1.1	.	DC	District of Columbia
158	0.2	.	DE	Delaware
3745	4.1	.	FL	Florida
3661	4.0	.	GA	Georgia
248	0.3	.	GU	Guam
2834	3.1	.	HI	Hawaii
22	0.0	.	IA	Iowa
183	0.2	.	ID	Idaho
1117	1.2	.	IL	Illinois
44	0.1	.	IN	Indiana
1073	1.2	.	KS	Kansas
1718	1.9	.	KY	Kentucky
924	1.0	.	LA	Louisiana
264	0.3	.	MA	Massachusetts
1447	1.6	.	MD	Maryland
149	0.2	.	ME	Maine
2	0.0	.	MH	MH
131	0.1	.	MI	Michigan
57	0.1	.	MN	Minnesota
807	0.9	.	MO	Missouri
1	0.0	.	MP	MP
750	0.8	.	MS	Mississippi
160	0.2	.	MT	Montana
7440	8.2	.	NC	North Carolina
295	0.3	.	ND	North Dakota
296	0.3	.	NE	Nebraska
57	0.1	.	NH	New Hampshire
406	0.5	.	NJ	New Jersey
461	0.5	.	NM	New Mexico
354	0.4	.	NV	Nevada
1089	1.2	.	NY	New York
318	0.4	.	OH	Ohio
1216	1.3	.	OK	Oklahoma
114	0.1	.	OR	Oregon
212	0.2	.	PA	Pennsylvania

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This variable is constructed from 0406 Active Duty Master Edit file.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

DUTYSTE

Duty State Code

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	\$EA236_	CHAR	2	\$CHAR002

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
113	0.1	.	PR	Puerto Rico
184	0.2	.	RI	Rhode Island
2160	2.4	.	SC	South Carolina
139	0.2	.	SD	South Dakota
111	0.1	.	TN	Tennessee
6167	6.8	.	TX	Texas
243	0.3	.	UT	Utah
8270	9.1	.	VA	Virginia
1	0.0	.	VI	VI
4	0.0	.	VT	Vermont
2810	3.1	.	WA	Washington
51	0.1	.	WI	Wisconsin
16	0.0	.	WV	West Virginia
139	0.2	.	WY	Wyoming
20571	22.6	.	ZZ	Unknown
91024	100.3	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable is constructed from 0406 Active Duty Master Edit file.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

EDUC

Education

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	_2_	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
489	0.5	11	11	No secondary school certificate
60	0.1	14	14	Secondary school credential near completion
2004	2.2	21	21	Test-based equivalency diploma
143	0.2	22	22	Occupational program certificate
20	0.0	23	23	Correspondence school diploma
93	0.1	24	24	High school certificate of attendance
110	0.1	25	25	Home study diploma
637	0.7	26	26	Adult education diploma
153	0.2	27	27	GED certificate, ARNG Challenge Program
54180	59.5	31	31	High school diploma
2217	2.4	41	41	Completed one semester of college, no high school diploma
3298	3.6	44	44	Associate degree
3	0.0	45	45	Professional nursing diploma
15439	17.0	51	51	Baccalaureate degree
5196	5.7	61	61	Master's degree
62	0.1	62	62	Post master's degree
1618	1.8	63	63	First professional degree
497	0.6	64	64	Doctorate degree
2	0.0	65	65	Post doctorate degree
4803	5.3	99	99	Unknown
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable is constructed from 0406 Active Duty Master Edit file.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

ELIG0410 Mailing Eligibility Flag

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA192_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1208	1.3	0	0	Not Eligible
89816	98.7	1	1	Eligible
91024	100.0	TOTALS		

This variable is from the 0410 DEERS Medical PITE

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

ENLOFF

Enlisted Officer Code

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	\$EA240_	CHAR	1	\$CHAR001

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
65873	72.4	.	E	Enlisted
25151	27.6	.	O	Officer
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

EOS05CEL

EOS05 Full Stratifier Crossing Cells

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA				
FORMAT	NAME	TYPE	LENGTH	INFORMAT
	4	NUM	5	STDOS4

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 1111 to 9000.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

EOSCPAY EOS stratification variable for pay grade group (called
CPAY in EOS data)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA219_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
26642	29.3	1	1	E1-E3
16571	18.2	2	2	E4, E0
18523	20.4	3	3	E5-E6
4137	4.5	4	4	E7-E9
25151	27.6	5	5	W1-O6, W0, O0
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

EOSCRETH

EOS variable CRETH

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA193_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2646	2.9	0	0	Other
42682	46.9	1	1	Non-Hispanic White
16741	18.4	2	2	Non-Hispanic Black
16582	18.2	3	3	Hispanic
6947	7.6	4	4	Asian & Pacific Islander
5426	6.0	5	5	Native American & Other
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

EOSCRTH4

EOS racth/ethnicity 4

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA208_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2646	2.9	0	0	Unknown
42682	46.9	1	1	Non-Hispanic White
16741	18.4	2	2	Non-Hispanic Black
16582	18.2	3	3	Hispanic
12373	13.6	4	4	Asian & Pacific Islander, Native American, Other
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

EOSPAY3

EOS pay group 3

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA221_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
43213	47.5	1	1	E1-E4, E0
22660	24.9	2	2	E5-E9
25151	27.6	3	3	W1-O6, W0, O0
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

EOSPAY4

EOS pay group 4

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA220_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
43213	47.5	1	1	E1-E4, E0
22660	24.9	2	2	E5-E9
16621	18.3	3	3	W1-O3, W0, O0
8530	9.4	4	4	O4-O6
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

EOSPAY6

EOS pay group 6

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA218_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
26642	29.3	1	1	E1-E3
16571	18.2	2	2	E4, E0
18523	20.4	3	3	E5-E6
4137	4.5	4	4	E7-E9
16621	18.3	5	5	W1-O3, W0, O0
8530	9.4	6	6	O4-O6
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

EOSREGION EOS stratification variable for Region (called CREGION in EOS data)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA213_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
147	0.2	0	0	Unknown
67851	74.5	1	1	US
23026	25.3	2	2	Eurpoe, Asia, PI and Other
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

EOSRETH EOS stratification variable for Race/Ethnicity (called Race Ethnicity in EOS data)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA223_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
42682	46.9	1	1	Non-Hispanic White
16741	18.4	2	2	Non-Hispanic Black
16582	18.2	3	3	Hispanic
5080	5.6	4	4	Native American
6947	7.6	5	5	Asian & Pacific Islander
2992	3.3	6	6	Other, Unknown
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

ETH

Ethnic Affinity Code

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	\$EA229_	CHAR	2	\$CHAR002

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
330	0.4	.	AA	Asian Indian
368	0.4	.	AB	Chinese
2528	2.8	.	AC	Filipino
76	0.1	.	AD	Guamanian
255	0.3	.	AF	Japanese
896	1.0	.	AG	Korean
316	0.4	.	AI	Vietnamese
984	1.1	.	AJ	Other Asian descent
6956	7.6	.	AK	Mexican
2380	2.6	.	AL	Puerto Rican
253	0.3	.	AM	Cuban
1551	1.7	.	AN	Latin American with Hispanic descent
5366	5.9	.	AO	Other Hispanic descent
37	0.0	.	AP	Aleut
107	0.1	.	AQ	Eskimo
3230	3.6	.	AR	US or Canadian Indian tribes
16	0.0	.	AS	Melanesian
81	0.1	.	AT	Micronesian
257	0.3	.	AU	Polynesian
383	0.4	.	AV	Other Pacific Island descent
24574	27.0	.	BG	Other
32246	35.4	.	BH	None
7834	8.6	.	ZZ	Unknown
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable is constructed from 0406 Active Duty Master Edit file.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

FAMSTAT Family Status

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA200_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4774	5.2	1	1	Single With Child(ren)
40654	44.7	2	2	Single Without Child(ren)
31363	34.5	3	3	Married With Child(ren)
14233	15.6	4	4	Married Without Child(ren)
91024	100.0	TOTALS		

This variable is constructed from CMARITAL and CHILDCNT. CMARITAL is constructed from MRTL_STA, which is from the 0406 Active Duty Edit Master File. CHILDCNT is from the Family Database File.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

FAMSTAT2 Family Status 2

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA199_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4774	5.2	1	1	Single With Child(ren)
86250	94.8	2	2	Other
91024	100.0	TOTALS		

This variable is constructed from FAMSTAT. FAMSTAT is constructed from CMARITAL and CHILDCNT. CMARITAL is constructed from MRTL_STA, which is from the 0406 Active Duty Edit Master File. CHILDCNT is from the Family Database File.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

FAMSTAT3 Family Status 3

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	FAM3STA	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4774	5.2	1	1	Single
40654	44.7	2	2	Single without children /Unknown
31363	34.5	3	3	Married with Children/Unknown
14233	15.6	4	4	Married without Children
91024	100.0	TOTALS		

Constructed from FAMSTAT and CMARITAL.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

FAMSTAT4 Family Status 4

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	FAM4STA	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4774	5.2	1	1	Single with Child(ren)
5156	5.7	2	2	Dual Service Spouse
81094	89.1	3	3	Other family
91024	100.0	TOTALS		

Constructed from FAMSTAT and DSVC_SP2

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

HREGION1 Regions - Hierarchically collapsed version of CREGION1 for use during stratification

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA228_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67267	73.9	1	1	US & US territories, Other, Unknown
9429	10.4	2	2	Europe
9760	10.7	3	3	Asia & Pacific Islands
4568	5.0	5	5	All Regions
91024	100.0	TOTALS		

This variable is a hierarchically collapsed version of CREGION1.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

HREGION2 Regions - Heirarchically collapsed version of CREGINS for
use in identifying Public Use Groups

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA212_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
147	0.2	0	0	Unknown
67684	74.4	1	1	US & US territories
22990	25.3	2	2	Other
203	0.2	3	3	All Regions
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable is a hierarchically collapsed version of CREGION1.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

JSVC_SP

Joint Service Spouse Data Source Code

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	\$EA231_	CHAR	1	\$CHAR001

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5118	5.6	.	A	Active
14	0.0	.	N	Guard
35	0.0	.	R	Retired
96	0.1	.	V	Reserve
85761	94.2	.	Z	Unknown or NA
91024	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable is constructed from 0406 Active Duty Master Edit file.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

MRTL_STA

MARITAL status

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	\$EA233_	CHAR	1	\$CHAR001

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
21	0.0	.	A	Annulled
2619	2.9	.	D	Divorced
58	0.1	.	L	Legally Separated
45538	50.0	.	M	Married
42686	46.9	.	N	Never Married
33	0.0	.	W	Widowed
69	0.1	.	Z	Unknown
91024	100.0	TOTALS		

This variable is constructed from 0406 Active Duty Master Edit file.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

NELIG_R

Form Eligibility

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	ELIG_R	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
32299	35.5	1	1	ER- Eligible respondent
3622	4.0	2	2	ENR- Eligible nonrespondent
189	0.2	3	3	IN_SR- Ineligible - proxy reported
51305	56.4	4	4	UNK- Unknown eligibility
3609	4.0	5	5	IN_FR-Ineligible retiree - based on updated file
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

NSAMP Number in sample

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA				
FORMAT	NAME	TYPE	LENGTH	INFORMAT
	5	NUM	5	STDOS6

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 5 to 6938.

This variable is constructed.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

NSTRAT Number is Stratum

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA				
FORMAT	NAME	TYPE	LENGTH	INFORMAT
	6	NUM	5	STDOS6

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 71 to 67681.

This variable is constructed.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

OCCAWAY2 2 Ranges of Months Away for Duty Occupations

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA205_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5059	5.6	0	0	Unknown
29360	32.3	1	1	.321-2.58 Months
56605	62.2	2	2	2.59-4.86 Months
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable is a collapsed version OCCAWAY6. Categories for OCCAWAY6 show range of average months away for persons in occupation groups. This variable is constructed from the match of duty occupations from 0406 Active Duty Master Edit file to Months Away (Proxy Perstempo) data. Months Away is based upon Family Separation Allowance disbursement tempo (and Hazardous Duty Pay) for service members with dependents.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

OCCAWAY3 3 Ranges of Months Away for Duty Occupations

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA204_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5059	5.6	0	0	Unknown
14058	15.4	1	1	.321-1.82 Months
48851	53.7	2	2	1.83-3.34 Months
23056	25.3	3	3	3.35-4.86 Months
91024	100.0	TOTALS		

This variable is a collapsed version OCCAWAY6. Categories for OCCAWAY6 show range of average months away for persons in occupation groups. This variable is constructed from the match of duty occupations from 0406 Active Duty Master Edit file to Months Away (Proxy Perstempo) data. Months Away is based upon Family Separation Allowance disbursement tempo (and Hazardous Duty Pay) for service members with dependents.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

OCCAWAY6

6 Ranges of Months Away for Duty Occupations

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA203_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5059	5.6	0	0	Unknown
4679	5.1	1	1	.321-1.06 Months
9379	10.3	2	2	1.07-1.82 Months
15302	16.8	3	3	1.83-2.58 Months
33549	36.9	4	4	2.59-3.34 Months
17131	18.8	5	5	3.35-4.10 Months
5925	6.5	6	6	4.11-4.86 Months
91024	100.0	TOTALS		

Categories show range of average months away for persons in occupation groups. This variable is constructed from the match of duty occupations from 0406 Active Duty Master Edit file to Months Away (Proxy Perstempo) data. Months Away is based upon Family Separation Allowance disbursement tempo (and Hazardous Duty Pay) for service members with dependents.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

OCCBLKDN Occupation Black Density Groups

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA185_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1	0.0	-9	.	Unknown
42637	46.8	1	1	Low (Enlisted, 0.028492 - 0.22659)
23236	25.5	2	2	High (Enlisted, 0.226799 - 0.419884)
17623	19.4	3	3	Low (Officer, 0.017021 - 0.104863)
7527	8.3	4	4	High (Officer, 0.104946 - 0.359873)
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

OCCGROUP Occupation Group

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	4	NUM	4	STDOS4

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 1 to 2000.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

OCCHSPDN Occupation Hispanic Density Groups

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA186_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2	0.0	-9	.	Unknown
36747	40.4	1	1	Low (Enlisted, 0.035559 - 0.109963)
29126	32.0	2	2	High (Enlisted, 0.111396 - 0.16168)
11020	12.1	3	3	Low (Officer 0.017857 - 0.47548)
14129	15.5	4	4	High (Officer, 0.047962 - 0.333333)
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

OCCMINDN Occupation Minority Density Groups

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA187_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
214	0.2	-9	.	Unknown
39994	43.9	1	1	Low (Enlisted, 0.133543 - 0.406664)
25879	28.4	2	2	High (Enlisted, 0.410113 - 0.678089)
14104	15.5	3	3	Low (Officer, 0.079124 - 0.211896)
10833	11.9	4	4	High (Officer, 0.219736 - 0.666667)
91024	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

OFFBASE

Off base

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA210_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
463	0.5	0	0	Unknown
40626	44.6	1	1	On Base/No BAH
49935	54.9	2	2	Off Base/Rec BAH
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

PAYGRD

Pay Plan Grade Identifier

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	\$EA239_	CHAR	3	\$CHAR003

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2911	3.2	.	E01	E01
6083	6.7	.	E02	E02
17648	19.4	.	E03	E03
16571	18.2	.	E04	E04
11045	12.1	.	E05	E05
7478	8.2	.	E06	E06
3014	3.3	.	E07	E07
791	0.9	.	E08	E08
332	0.4	.	E09	E09
2659	2.9	.	O01	O01
3517	3.9	.	O02	O02
7687	8.5	.	O03	O03
4651	5.1	.	O04	O04
2779	3.1	.	O05	O05
1100	1.2	.	O06	O06
451	0.5	.	W01	W01
1072	1.2	.	W02	W02
797	0.9	.	W03	W03
361	0.4	.	W04	W04
77	0.1	.	W05	W05
91024	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable is constructed from 0406 Active Duty Master Edit file.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

PF12BEG 12 months prior to fielding begin date

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	YYMMDD8.	NUM	6	MMDDYY8

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
91024	100.0	20040123	16093	01/23/2004
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

PR12D

Prior response 12 month deployment days

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA				
FORMAT	NAME	TYPE	LENGTH	INFORMAT
	Z3	NUM	3	STDOS4

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 366.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

PR12END

12 months prior to the response end date

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA		YYMMDD8.	NUM	6	MMDDYY8

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56183	61.7	18090901	.	Unknown
2264	2.5	20050123	16459	01/23/2005
4418	4.9	20050124	16460	01/24/2005
1758	1.9	20050125	16461	01/25/2005
1179	1.3	20050126	16462	01/26/2005
848	0.9	20050127	16463	01/27/2005
388	0.4	20050128	16464	01/28/2005
444	0.5	20050129	16465	01/29/2005
839	0.9	20050130	16466	01/30/2005
1621	1.8	20050131	16467	01/31/2005
1644	1.8	20050201	16468	02/01/2005
656	0.7	20050202	16469	02/02/2005
486	0.5	20050203	16470	02/03/2005
286	0.3	20050204	16471	02/04/2005
199	0.2	20050205	16472	02/05/2005
481	0.5	20050206	16473	02/06/2005
444	0.5	20050207	16474	02/07/2005
993	1.1	20050208	16475	02/08/2005
1104	1.2	20050209	16476	02/09/2005
709	0.8	20050210	16477	02/10/2005
382	0.4	20050211	16478	02/11/2005
370	0.4	20050212	16479	02/12/2005
625	0.7	20050213	16480	02/13/2005
540	0.6	20050214	16481	02/14/2005
599	0.7	20050215	16482	02/15/2005
781	0.9	20050216	16483	02/16/2005
357	0.4	20050217	16484	02/17/2005
194	0.2	20050218	16485	02/18/2005
166	0.2	20050219	16486	02/19/2005
207	0.2	20050220	16487	02/20/2005
342	0.4	20050221	16488	02/21/2005
275	0.3	20050222	16489	02/22/2005
207	0.2	20050223	16490	02/23/2005
366	0.4	20050224	16491	02/24/2005
236	0.3	20050225	16492	02/25/2005
195	0.2	20050226	16493	02/26/2005
375	0.4	20050227	16494	02/27/2005
203	0.2	20050228	16495	02/28/2005
143	0.2	20050301	16496	03/01/2005
111	0.1	20050302	16497	03/02/2005
113	0.1	20050303	16498	03/03/2005
93	0.1	20050304	16499	03/04/2005
107	0.1	20050305	16500	03/05/2005
449	0.5	20050306	16501	03/06/2005

(CONTINUED)

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

PR12END

12 months prior to the response end date

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA		YYMMDD8.	NUM	6	MMDDYY8

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
440	0.5	20050307	16502	03/07/2005
237	0.3	20050308	16503	03/08/2005
153	0.2	20050309	16504	03/09/2005
95	0.1	20050310	16505	03/10/2005
80	0.1	20050311	16506	03/11/2005
77	0.1	20050312	16507	03/12/2005
118	0.1	20050313	16508	03/13/2005
175	0.2	20050314	16509	03/14/2005
337	0.4	20050315	16510	03/15/2005
252	0.3	20050316	16511	03/16/2005
129	0.1	20050317	16512	03/17/2005
103	0.1	20050318	16513	03/18/2005
286	0.3	20050320	16515	03/20/2005
340	0.4	20050321	16516	03/21/2005
607	0.7	20050322	16517	03/22/2005
781	0.9	20050323	16518	03/23/2005
275	0.3	20050324	16519	03/24/2005
103	0.1	20050325	16520	03/25/2005
110	0.1	20050326	16521	03/26/2005
222	0.2	20050327	16522	03/27/2005
184	0.2	20050328	16523	03/28/2005
146	0.2	20050329	16524	03/29/2005
168	0.2	20050330	16525	03/30/2005
863	1.0	20050331	16526	03/31/2005
39	0.0	20050401	16527	04/01/2005
47	0.1	20050402	16528	04/02/2005
57	0.1	20050403	16529	04/03/2005
45	0.1	20050404	16530	04/04/2005
140	0.2	20050405	16531	04/05/2005
35	0.0	20050406	16532	04/06/2005
91024	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

PNDTHCD

Person Death Code

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	\$EA243_	CHAR	1	\$CHAR001

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
838	0.9	.		
90183	99.1	.	N	No
3	0.0	.	Y	Yes
91024	100.0	TOTALS		

This variable is taken from 0410 DEERS (Defense Enrollment Eligibility Report Systems) file.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

PNLCATCD Personnel Category Code

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	\$EA230_	CHAR	1	\$CHAR001

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
838	0.9	.		
89997	98.9	.	A	Active Duty
189	0.2	.	R	Retired (Recalled)
91024	100.0	TOTALS		

This variable is taken from 0410 DEERS (Defense Enrollment Eligibility Report Systems) file.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

PNLECEDT Personnel Entitlement Condition End Calendar Date

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA		YYMMDD8	NUM	5	MMDDYY8

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
90882	99.8	18090901	.	Unknown
1	0.0	20050301	16496	03/01/2005
1	0.0	20050306	16501	03/06/2005
1	0.0	20050313	16508	03/13/2005
1	0.0	20050314	16509	03/14/2005
1	0.0	20050315	16510	03/15/2005
2	0.0	20050322	16517	03/22/2005
1	0.0	20050323	16518	03/23/2005
1	0.0	20050325	16520	03/25/2005
2	0.0	20050327	16522	03/27/2005
3	0.0	20050328	16523	03/28/2005
8	0.0	20050329	16524	03/29/2005
9	0.0	20050330	16525	03/30/2005
7	0.0	20050402	16528	04/02/2005
7	0.0	20050403	16529	04/03/2005
6	0.0	20050404	16530	04/04/2005
6	0.0	20050405	16531	04/05/2005
3	0.0	20050406	16532	04/06/2005
1	0.0	20050408	16534	04/08/2005
1	0.0	20050409	16535	04/09/2005
4	0.0	20050410	16536	04/10/2005
5	0.0	20050411	16537	04/11/2005
7	0.0	20050412	16538	04/12/2005
11	0.0	20050413	16539	04/13/2005
5	0.0	20050414	16540	04/14/2005
3	0.0	20050415	16541	04/15/2005
3	0.0	20050416	16542	04/16/2005
6	0.0	20050417	16543	04/17/2005
2	0.0	20050418	16544	04/18/2005
2	0.0	20050419	16545	04/19/2005
6	0.0	20050420	16546	04/20/2005
2	0.0	20050422	16548	04/22/2005
2	0.0	20050423	16549	04/23/2005
9	0.0	20050424	16550	04/24/2005
2	0.0	20050425	16551	04/25/2005
1	0.0	20050427	16553	04/27/2005
3	0.0	20050429	16555	04/29/2005
2	0.0	20050430	16556	04/30/2005
1	0.0	20050502	16558	05/02/2005
1	0.0	20050503	16559	05/03/2005
1	0.0	20050515	16571	05/15/2005
1	0.0	20051003	16712	10/03/2005

(CONTINUED)

This variable is taken from 0410 DEERS (Defense Enrollment Eligibility Report Systems) file.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

PNLECEDT Personnel Entitlement Condition End Calendar Date

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	YYMMDD8	NUM	5	MMDDYY8

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1	0.0	20051020	16729	10/20/2005
91024	99.8	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable is taken from 0410 DEERS (Defense Enrollment Eligibility Report Systems) file.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

PNLECERS

Personnel Entitlement Condition End Reason Code

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	\$EA237_	CHAR	1	\$CHAR001

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
90866	99.8	.		
139	0.2	.	Q	Date is certain
3	0.0	.	R	Estimated termination date
16	0.0	.	U	No date can be predicted
91024	100.0	TOTALS		

This variable is taken from 0410 DEERS (Defense Enrollment Eligibility Report Systems) file.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

PNLECTYP Personnel Entitlement Condition Type Code

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA184_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
90866	99.8	-9	.	Unknown
1	0.0	1	1	1
10	0.0	3	3	3
8	0.0	4	4	4
1	0.0	23	23	Transition assistance for 120 days
105	0.1	36	36	180 days TAMPS for involuntary separation (was 60 days before November 5, 2003). This is a segment condition.
33	0.0	37	37	180 days TAMPS for involuntary separation (was 120 days before November 5, 2003). This is a segment condition.
91024	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable is taken from 0410 DEERS (Defense Enrollment Eligibility Report Systems) file.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

PNLENDT Personnel End Calendar Date

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
YYMMDD8	NUM	5	MMDDYY8

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 03-04-14 to 99-12-31.

This variable is taken from 0410 DEERS (Defense Enrollment Eligibility Report Systems) file.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

PNLERSN Personnel End Reason Code

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	\$EA238_	CHAR	1	\$CHAR001

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
838	0.9	.		
3	0.0	.	D	Death
74	0.1	.	Q	Date is certain
65397	71.9	.	R	Estimated termination date
154	0.2	.	S	Separated from organization or personnel category
24558	27.0	.	U	No date predicted
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

From the 0410 DEERS - Medical PITE

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

PR12BEG

12 months prior to the response begin date

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA		YYMMDD8.	NUM	6	MMDDYY8

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56183	61.7	18090901	.	Unknown
2264	2.5	20040124	16094	01/24/2004
4418	4.9	20040125	16095	01/25/2004
1758	1.9	20040126	16096	01/26/2004
1179	1.3	20040127	16097	01/27/2004
848	0.9	20040128	16098	01/28/2004
388	0.4	20040129	16099	01/29/2004
444	0.5	20040130	16100	01/30/2004
839	0.9	20040131	16101	01/31/2004
1621	1.8	20040201	16102	02/01/2004
1644	1.8	20040202	16103	02/02/2004
656	0.7	20040203	16104	02/03/2004
486	0.5	20040204	16105	02/04/2004
286	0.3	20040205	16106	02/05/2004
199	0.2	20040206	16107	02/06/2004
481	0.5	20040207	16108	02/07/2004
444	0.5	20040208	16109	02/08/2004
993	1.1	20040209	16110	02/09/2004
1104	1.2	20040210	16111	02/10/2004
709	0.8	20040211	16112	02/11/2004
382	0.4	20040212	16113	02/12/2004
370	0.4	20040213	16114	02/13/2004
625	0.7	20040214	16115	02/14/2004
540	0.6	20040215	16116	02/15/2004
599	0.7	20040216	16117	02/16/2004
781	0.9	20040217	16118	02/17/2004
357	0.4	20040218	16119	02/18/2004
194	0.2	20040219	16120	02/19/2004
166	0.2	20040220	16121	02/20/2004
207	0.2	20040221	16122	02/21/2004
342	0.4	20040222	16123	02/22/2004
275	0.3	20040223	16124	02/23/2004
207	0.2	20040224	16125	02/24/2004
366	0.4	20040225	16126	02/25/2004
236	0.3	20040226	16127	02/26/2004
195	0.2	20040227	16128	02/27/2004
375	0.4	20040228	16129	02/28/2004
203	0.2	20040229	16130	02/29/2004
143	0.2	20040301	16131	03/01/2004
111	0.1	20040302	16132	03/02/2004
113	0.1	20040303	16133	03/03/2004
93	0.1	20040304	16134	03/04/2004
107	0.1	20040305	16135	03/05/2004
449	0.5	20040306	16136	03/06/2004

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WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

PR12BEG

12 months prior to the response begin date

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA		YYMMDD8.	NUM	6	MMDDYY8

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
440	0.5	20040307	16137	03/07/2004
237	0.3	20040308	16138	03/08/2004
153	0.2	20040309	16139	03/09/2004
95	0.1	20040310	16140	03/10/2004
80	0.1	20040311	16141	03/11/2004
77	0.1	20040312	16142	03/12/2004
118	0.1	20040313	16143	03/13/2004
175	0.2	20040314	16144	03/14/2004
337	0.4	20040315	16145	03/15/2004
252	0.3	20040316	16146	03/16/2004
129	0.1	20040317	16147	03/17/2004
103	0.1	20040318	16148	03/18/2004
286	0.3	20040320	16150	03/20/2004
340	0.4	20040321	16151	03/21/2004
607	0.7	20040322	16152	03/22/2004
781	0.9	20040323	16153	03/23/2004
275	0.3	20040324	16154	03/24/2004
103	0.1	20040325	16155	03/25/2004
110	0.1	20040326	16156	03/26/2004
222	0.2	20040327	16157	03/27/2004
184	0.2	20040328	16158	03/28/2004
146	0.2	20040329	16159	03/29/2004
168	0.2	20040330	16160	03/30/2004
863	1.0	20040331	16161	03/31/2004
39	0.0	20040401	16162	04/01/2004
47	0.1	20040402	16163	04/02/2004
57	0.1	20040403	16164	04/03/2004
45	0.1	20040404	16165	04/04/2004
140	0.2	20040405	16166	04/05/2004
35	0.0	20040406	16167	04/06/2004
91024	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

PF12D

Prior fielding 12 month deployment days

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA				
FORMAT	NAME	TYPE	LENGTH	INFORMAT
	Z3	NUM	3	STDOS4

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 367.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

PF12END 12 months prior to fielding end date

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	YYMMDD8.	NUM	6	MMDDYY8

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
91024	100.0	20050123	16459	01/23/2005
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

RACE Race Code

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA189_	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5165	5.7	1	1	1
6567	7.2	2	2	2
17155	18.9	3	3	3
553	0.6	4	4	4
50776	55.8	5	5	5
1	0.0	100	100	AI/AN, A
1	0.0	101	101	AI/AN, A, B/AA
2	0.0	103	103	AI/AN, A, B/AA, H/PI, W
8	0.0	104	104	AI/AN, A, B/AA, W
7	0.0	105	105	AI/AN, A, H/PI
5	0.0	106	106	AI/AN, A, H/PI, W
4	0.0	107	107	AI/AN, A, W
18	0.0	108	108	AI/AN, B/AA
3	0.0	109	109	AI/AN, B/AA, H/PI
10	0.0	111	111	AI/AN, B/AA, W
3	0.0	112	112	AI/AN, H/PI
2	0.0	113	113	AI/AN, H/PI, W
86	0.1	114	114	AI/AN, W
17	0.0	115	115	A, B/AA
9	0.0	116	116	A, B/AA, H/PI
14	0.0	117	117	A, B/AA, H/PI, W
3	0.0	118	118	A, B/AA, W
90	0.1	119	119	A, H/PI
8	0.0	120	120	A, H/PI, W
73	0.1	121	121	A, W
1	0.0	122	122	B/AA, H/PI
29	0.0	124	124	B/AA, W
16	0.0	125	125	H/PI/ W
10398	11.4	999	999	Unknown
91024	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable is constructed from 0406 Active Duty Master Edit file.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

RACE_ETH Race Ethnic Code

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	\$EA232_	CHAR	1	\$CHAR001

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5080	5.6	.	A	American Indian or Alaskan Native
6455	7.1	.	B	Asian
16741	18.4	.	C	Black
42682	46.9	.	D	White
16582	18.2	.	E	Hispanic
492	0.5	.	F	Hawaiian/Pacific Islander
346	0.4	.	M	Multi Race
2646	2.9	.	Z	Unknown
91024	100.0	TOTALS		

This variable is constructed from 0406 Active Duty Master Edit file.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

RANDOM

Random Number

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA				
FORMAT	NAME	TYPE	LENGTH	INFORMAT
	9	NUM	8	9

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 171 to 956199238.

The variable is constructed.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

SEX

Sex Code

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	\$EA241_	CHAR	1	\$CHAR001

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
13694	15.0	.	F	Female
77330	85.0	.	M	Male
91024	100.0	TOTALS		

From the 0406 Active Duty Master Edit File

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

STRAT Stratum Level

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	3	NUM	3	STDOS4

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 1 to 220.

This variable is constructed.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

SVC_BR

Service Branch Classification Code

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	\$EA234_	CHAR	1	\$CHAR001

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
33031	36.3	.	A	Army
3166	3.5	.	C	Coast Guard
15726	17.3	.	F	Air Force
19163	21.1	.	M	Marine Corps
19938	21.9	.	N	Navy
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable is constructed from 0406 Active Duty Master Edit file.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

VHABASI

Variable Housing Allowance Basis Identifier I

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA005_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
47986	52.7	-9	.	NA
27640	30.4	1	1	Duty location, with dependents
10828	11.9	2	2	Duty location, without dependents
3634	4.0	3	3	Residence location, with dependents
936	1.0	4	4	Residence location, without dependents
91024	100.0	TOTALS		

This variable is constructed from 0404 Active Duty Military Pay file.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Sampling and Record Data-Confidential Variables

VHABASII

Variable Housing Allowance Basis Identifier II

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA005_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
90960	99.9	-9	.	NA
38	0.0	1	1	Duty location, with dependents
23	0.0	2	2	Duty location, without dependents
3	0.0	4	4	Residence location, without dependents
91024	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable is constructed from 0404 Active Duty Military Pay file.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

ADJ1CC

Non-Response Adjust Cell

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 1 to 197.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

ADJ1F0

FS Unk Elig NonResponse Adj Factor

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 7.2333542033.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

ADJ1W0

FS Unk Elig NonResponse Adj Weight

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 178.34448164.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

ADJ2F0

FS Elig NonResponse Adj Factor

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 1.3543663702.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

ADJ2W0

FS Elig NonResponse Adj Weight

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 238.6894181.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

BSW0

Base Weight

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 1.0515463918 to 62.38.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

CAS_ELIG

CASRO eligibility disposition code

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	\$CHAR12	CHAR	12	\$CHAR012

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
93	0.1	.	ENR_ACTIV E	ENR_ACTIVE
24	0.0	.	ENR_BLANK	ENR_BLANK
3101	3.4	.	ENR_NOQCO MP	ENR_NOQCOMP
404	0.4	.	ENR_NORET	ENR_NORET
32299	35.5	.	ER	ER
3609	4.0	.	IN_FR	IN_FR
189	0.2	.	IN_SR	IN_SR
10710	11.8	.	UNK_NOLOC	UNK_NOLOC
40595	44.6	.	UNK_NORET	UNK_NORET
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

CGELIGF

Eligibility Flag

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA216_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1339	1.5	1	1	1 - Eligible
31149	34.2	2	2	2 - Ineligible
58536	64.3	3	3	3 - Non-response/frame ineligible
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

COMPFLAG Questionnaire complete flag

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA158_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
3380	3.7	0	0	Incomplete
32418	35.6	1	1	Complete
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

CRITFLAG Critical questions complete flag

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA157_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55226	60.7	-1	.B	No survey return
3281	3.6	0	0	Critical items not complete
32517	35.7	1	1	Critical items complete
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

DIM1 First raking dimension

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
9177	10.1	111	111	111
5941	6.5	112	112	112
4708	5.2	113	113	113
3755	4.1	114	114	114
2578	2.8	115	115	115
1060	1.2	116	116	116
476	0.5	117	117	117
2035	2.2	121	121	121
1238	1.4	122	122	122
838	0.9	123	123	123
565	0.6	124	124	124
373	0.4	125	125	125
193	0.2	126	126	126
95	0.1	127	127	127
6633	7.3	211	211	211
3593	4.0	212	212	212
2374	2.6	213	213	213
2080	2.3	214	214	214
1363	1.5	215	215	215
506	0.6	216	216	216
206	0.2	217	217	217
1461	1.6	221	221	221
746	0.8	222	222	222
364	0.4	223	223	223
300	0.3	224	224	224
170	0.2	225	225	225
138	0.2	226	226	226
10506	11.5	311	311	311
3188	3.5	312	312	312
1899	2.1	313	313	313
1198	1.3	314	314	314
654	0.7	315	315	315
318	0.4	316	316	316
897	1.0	321	321	321
266	0.3	322	322	322
237	0.3	323	323	323
4569	5.0	411	411	411
2827	3.1	412	412	412
1799	2.0	413	413	413
1598	1.8	414	414	414
1082	1.2	415	415	415
371	0.4	416	416	416
95	0.1	417	417	417
1502	1.7	421	421	421

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WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

DIM1 First raking dimension

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
892	1.0	422	422	422
422	0.5	423	423	423
273	0.3	424	424	424
203	0.2	425	425	425
95	0.1	426	426	426
903	1.0	511	511	511
738	0.8	512	512	512
397	0.4	513	513	513
316	0.4	514	514	514
284	0.3	515	515	515
141	0.2	516	516	516
257	0.3	521	521	521
131	0.1	523	523	523
91024	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

DIM2

Second raking dimension

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA		15	NUM	8	15

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
12530	13.8	11	11	11
7293	8.0	12	12	12
2156	2.4	13	13	13
6299	6.9	14	14	14
4754	5.2	15	15	15
8537	9.4	21	21	21
6507	7.2	22	22	22
159	0.2	23	23	23
2857	3.1	24	24	24
1874	2.1	25	25	25
11278	12.4	31	31	31
4577	5.0	32	32	32
364	0.4	33	33	33
1921	2.1	34	34	34
1023	1.1	35	35	35
6493	7.1	41	41	41
5880	6.5	42	42	42
2084	2.3	44	44	44
1271	1.4	45	45	45
1364	1.5	51	51	51
1332	1.5	52	52	52
97	0.1	53	53	53
241	0.3	54	54	54
133	0.2	55	55	55
91024	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

DIM3

Third raking dimension

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA		15	NUM	8	15

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
16802	18.5	11	11	11
6896	7.6	12	12	12
4620	5.1	13	13	13
2423	2.7	14	14	14
1350	1.5	16	16	16
941	1.0	18	18	18
9994	11.0	21	21	21
3603	4.0	22	22	22
2664	2.9	23	23	23
1801	2.0	24	24	24
1409	1.6	26	26	26
463	0.5	27	27	27
5657	6.2	31	31	31
3148	3.5	32	32	32
6783	7.5	33	33	33
1310	1.4	34	34	34
267	0.3	35	35	35
1411	1.6	36	36	36
587	0.6	37	37	37
8908	9.8	41	41	41
2381	2.6	42	42	42
1774	2.0	43	43	43
957	1.1	44	44	44
178	0.2	45	45	45
715	0.8	46	46	46
188	0.2	47	47	47
627	0.7	48	48	48
1454	1.6	51	51	51
676	0.7	52	52	52
794	0.9	53	53	53
243	0.3	54	54	54
91024	100.4	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

DIM4

Fourth raking dimension

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2731	3.0	11	11	11
16071	17.7	12	12	12
5117	5.6	13	13	13
6010	6.6	14	14	14
2851	3.1	15	15	15
252	0.3	16	16	16
1210	1.3	21	21	21
8652	9.5	22	22	22
6347	7.0	23	23	23
1074	1.2	24	24	24
2214	2.4	25	25	25
437	0.5	26	26	26
383	0.4	31	31	31
6911	7.6	32	32	32
6519	7.2	33	33	33
1934	2.1	34	34	34
3416	3.8	36	36	36
1792	2.0	41	41	41
6046	6.6	42	42	42
4274	4.7	43	43	43
2006	2.2	44	44	44
1481	1.6	45	45	45
129	0.1	46	46	46
668	0.7	51	51	51
1492	1.6	52	52	52
905	1.0	53	53	53
102	0.1	56	56	56
91024	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

DIM5

Fifth raking dimension

OS DATA		SAS DATA				
COLS	LENGTH	FORMAT	NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15		NUM	8	15

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4541	5.0	10	10	10
16511	18.1	13	13	13
19150	21.0	14	14	14
12886	14.2	15	15	15
7942	8.7	16	16	16
3526	3.9	17	17	17
866	1.0	18	18	18
369	0.4	19	19	19
319	0.4	21	21	21
1108	1.2	22	22	22
848	0.9	23	23	23
412	0.5	24	24	24
89	0.1	25	25	25
1888	2.1	31	31	31
3443	3.8	32	32	32
8071	8.9	33	33	33
4844	5.3	34	34	34
2966	3.3	35	35	35
1245	1.4	36	36	36
91024	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

DODELIGF

Eligibility Flag without Coast Guard

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA216_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
30929	34.0	1	1	1 - Eligible
1559	1.7	2	2	2 - Ineligible
58536	64.3	3	3	3 - Non-response/frame ineligible
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

ELIGFLGW Eligibility Flag

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	ELIG_F	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
32299	35.5	1	1	Eligible
189	0.2	2	2	Ineligible
58536	64.3	3	3	Non-response/frame ineligible
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

ELIG_R

Form Eligibility

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	\$CHAR12	CHAR	12	\$CHAR012

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3622	4.0	.	ENR	ENR
32299	35.5	.	ER	ER
3609	4.0	.	IN_FR	IN_FR
189	0.2	.	IN_PR	IN_PR
51305	56.4	.	UNK	UNK
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

ELIGA

ELIGA

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA191_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
60095	66.0	0	0	Ineligible/no response
2496	2.7	1	1	Eligible
28433	31.2	2	2	Eligible other
91024	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

ELIGADP7

ELIGADP7

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA191_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
60095	66.0	0	0	Ineligible/no response
2496	2.7	1	1	Eligible
28433	31.2	2	2	Eligible other
91024	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

ELIGAP2

ELIGAP2

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA191_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
60095	66.0	0	0	Ineligible/no response
2496	2.7	1	1	Eligible
28433	31.2	2	2	Eligible other
91024	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

ELIGAP5

ELIGAP5

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA191_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
60095	66.0	0	0	Ineligible/no response
2446	2.7	1	1	Eligible
28483	31.3	2	2	Eligible other
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

ELIGASVC

ELIGASVC

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA191_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
60095	66.0	0	0	Ineligible/no response
2496	2.7	1	1	Eligible
28433	31.2	2	2	Eligible other
91024	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

ELIGB

ELIGB

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA191_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
60095	66.0	0	0	Ineligible/no response
4677	5.1	1	1	Eligible
26252	28.8	2	2	Eligible other
91024	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

ELIGBDP7

ELIGBDP7

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA191_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
60095	66.0	0	0	Ineligible/no response
4677	5.1	1	1	Eligible
26252	28.8	2	2	Eligible other
91024	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

ELIGBP2

ELIGBP2

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA191_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
60095	66.0	0	0	Ineligible/no response
4677	5.1	1	1	Eligible
26252	28.8	2	2	Eligible other
91024	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

ELIGBP5

ELIGBP5

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA191_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
60095	66.0	0	0	Ineligible/no response
4368	4.8	1	1	Eligible
26561	29.2	2	2	Eligible other
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

ELIGBSVC

ELIGBSVC

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA191_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
60095	66.0	0	0	Ineligible/no response
4677	5.1	1	1	Eligible
26252	28.8	2	2	Eligible other
91024	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

ELIGC

ELIGC

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA191_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
60095	66.0	0	0	Ineligible/no response
2824	3.1	1	1	Eligible
28105	30.9	2	2	Eligible other
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

ELIGCDP6

ELIGCDP6

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA191_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
60095	66.0	0	0	Ineligible/no response
2824	3.1	1	1	Eligible
28105	30.9	2	2	Eligible other
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

ELIGCP2

ELIGCP2

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA191_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
60095	66.0	0	0	Ineligible/no response
2824	3.1	1	1	Eligible
28105	30.9	2	2	Eligible other
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

ELIGCP5

ELIGCP5

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA191_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
60095	66.0	0	0	Ineligible/no response
2765	3.0	1	1	Eligible
28164	30.9	2	2	Eligible other
91024	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

ELIGCSVC

ELIGCSVC

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA191_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
60095	66.0	0	0	Ineligible/no response
2824	3.1	1	1	Eligible
28105	30.9	2	2	Eligible other
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

ELIGH

ELIGH

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA191_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
60095	66.0	0	0	Ineligible/no response
4850	5.3	1	1	Eligible
26079	28.7	2	2	Eligible other
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

ELIGHDP7

ELIGHDP7

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA191_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
60095	66.0	0	0	Ineligible/no response
4850	5.3	1	1	Eligible
26079	28.7	2	2	Eligible other
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

ELIGHHP2

ELIGHHP2

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA191_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
60095	66.0	0	0	Ineligible/no response
4850	5.3	1	1	Eligible
26079	28.7	2	2	Eligible other
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

ELIGH5

ELIGH5

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA191_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
60095	66.0	0	0	Ineligible/no response
4681	5.1	1	1	Eligible
26248	28.8	2	2	Eligible other
91024	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

ELIGHSV

ELIGHSV

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA191_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
60095	66.0	0	0	Ineligible/no response
4850	5.3	1	1	Eligible
26079	28.7	2	2	Eligible other
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

ELIGI

ELIGI

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA191_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
60095	66.0	0	0	Ineligible/no response
907	1.0	1	1	Eligible
30022	33.0	2	2	Eligible other
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

ELIGIDP7

ELIGIDP7

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA191_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
60095	66.0	0	0	Ineligible/no response
907	1.0	1	1	Eligible
30022	33.0	2	2	Eligible other
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

ELIGIP2

ELIGIP2

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA191_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
60095	66.0	0	0	Ineligible/no response
907	1.0	1	1	Eligible
30022	33.0	2	2	Eligible other
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

ELIGIP5

ELIGIP5

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA191_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
60095	66.0	0	0	Ineligible/no response
862	1.0	1	1	Eligible
30067	33.0	2	2	Eligible other
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

ELIGISVC

ELIGISVC

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA191_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
60095	66.0	0	0	Ineligible/no response
907	1.0	1	1	Eligible
30022	33.0	2	2	Eligible other
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

ELIGNWO

ELIGNWO

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA191_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
60095	66.0	0	0	Ineligible/no response
29491	32.4	1	1	Eligible
1438	1.6	2	2	Eligible other
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

ELIGP

ELIGP

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA191_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
60095	66.0	0	0	Ineligible/no response
286	0.3	1	1	Eligible
30643	33.7	2	2	Eligible other
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

ELIGPDP7

ELIGPDP7

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA191_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
60095	66.0	0	0	Ineligible/no response
286	0.3	1	1	Eligible
30643	33.7	2	2	Eligible other
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

ELIGPP2

ELIGPP2

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA191_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
60095	66.0	0	0	Ineligible/no response
286	0.3	1	1	Eligible
30643	33.7	2	2	Eligible other
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

ELIGPP5

ELIGPP5

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA191_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
60095	66.0	0	0	Ineligible/no response
278	0.3	1	1	Eligible
30651	33.7	2	2	Eligible other
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

ELIGPSVC

ELIGPSVC

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA191_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
60095	66.0	0	0	Ineligible/no response
286	0.3	1	1	Eligible
30643	33.7	2	2	Eligible other
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

ELIGT

ELIGT

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA191_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
60095	66.0	0	0	Ineligible/no response
935	1.0	1	1	Eligible
29994	33.0	2	2	Eligible other
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

ELIGTDP7

ELIGTDP7

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA191_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
60095	66.0	0	0	Ineligible/no response
935	1.0	1	1	Eligible
29994	33.0	2	2	Eligible other
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

ELIGTP2

ELIGTP2

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA191_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
60095	66.0	0	0	Ineligible/no response
935	1.0	1	1	Eligible
29994	33.0	2	2	Eligible other
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

ELIGTP5

ELIGTP5

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA191_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
60095	66.0	0	0	Ineligible/no response
905	1.0	1	1	Eligible
30024	33.0	2	2	Eligible other
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

ELIGTSVC

ELIGTSVC

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA191_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
60095	66.0	0	0	Ineligible/no response
935	1.0	1	1	Eligible
29994	33.0	2	2	Eligible other
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

ELIGW

ELIGW

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA191_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
60095	66.0	0	0	Ineligible/no response
16728	18.4	1	1	Eligible
14201	15.6	2	2	Eligible other
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

ELIGWDP7

ELIGWDP7

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA191_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
60095	66.0	0	0	Ineligible/no response
16728	18.4	1	1	Eligible
14201	15.6	2	2	Eligible other
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

ELIGWP2

ELIGWP2

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA191_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
60095	66.0	0	0	Ineligible/no response
16728	18.4	1	1	Eligible
14201	15.6	2	2	Eligible other
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

ELIGWP5

ELIGWP5

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA191_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
60095	66.0	0	0	Ineligible/no response
15902	17.5	1	1	Eligible
15027	16.5	2	2	Eligible other
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

ELIGWSVC

ELIGWSVC

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EA191_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
60095	66.0	0	0	Ineligible/no response
16728	18.4	1	1	Eligible
14201	15.6	2	2	Eligible other
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

NCAS_ELIG

CASRO eligibility disposition code

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	CAS	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
32299	35.5	1	1	ER- Eligible respondent - usable
3101	3.4	2	2	ENR_NOQCOMP- Eligible nonrespondent - incomplete questionnaire returned
93	0.1	3	3	ENR_ACTIVE- Eligible nonrespondent - active refusal
24	0.0	4	4	ENR_BLANK- Eligible nonrespondent - blank questionnaire returned
404	0.4	5	5	ENR_NORET- Eligible nonrespondent - questionnaire not returned
189	0.2	6	6	IN_SR- Ineligible - proxy/self reported
10710	11.8	7	7	UNK_NOLOC- Unknown eligibility - nonlocatable retiree
40595	44.6	8	8	UNK_NORET- Unknown eligibility - questionnaire not returned
3609	4.0	9	9	IN_FR- Ineligible - based on updated Frame
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

POPTVSTR

Taylor Series Variance Strat Population

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 102 to 103658.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

PSTATUS

Raking Disp Code

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
32488	35.7	1	1	1
58536	64.3	2	2	2
91024	100.0	TOTALS		

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

PSTSTR

Final Raking Cell

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
9177	10.1	1	1	1
5941	6.5	2	2	2
4708	5.2	3	3	3
3755	4.1	4	4	4
2578	2.8	5	5	5
1060	1.2	6	6	6
476	0.5	7	7	7
2035	2.2	8	8	8
1238	1.4	9	9	9
838	0.9	10	10	10
565	0.6	11	11	11
373	0.4	12	12	12
193	0.2	13	13	13
95	0.1	14	14	14
6633	7.3	15	15	15
3593	4.0	16	16	16
2374	2.6	17	17	17
2080	2.3	18	18	18
1363	1.5	19	19	19
506	0.6	20	20	20
206	0.2	21	21	21
1461	1.6	22	22	22
746	0.8	23	23	23
364	0.4	24	24	24
300	0.3	25	25	25
170	0.2	26	26	26
138	0.2	27	27	27
10506	11.5	28	28	28
3188	3.5	29	29	29
1899	2.1	30	30	30
1198	1.3	31	31	31
654	0.7	32	32	32
318	0.4	33	33	33
897	1.0	34	34	34
266	0.3	35	35	35
237	0.3	36	36	36
4569	5.0	37	37	37
2827	3.1	38	38	38
1799	2.0	39	39	39
1598	1.8	40	40	40
1082	1.2	41	41	41
371	0.4	42	42	42
95	0.1	43	43	43
1502	1.7	44	44	44

(CONTINUED)

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

PSTSTR

Final Raking Cell

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
892	1.0	45	45	45
422	0.5	46	46	46
273	0.3	47	47	47
203	0.2	48	48	48
95	0.1	49	49	49
903	1.0	50	50	50
738	0.8	51	51	51
397	0.4	52	52	52
316	0.4	53	53	53
284	0.3	54	54	54
141	0.2	55	55	55
257	0.3	56	56	56
131	0.1	57	57	57
91024	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

QCOMPN Questions completed count

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
3	NUM	3	STDOS4

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 222.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

QCOMP

Questions completed proportion

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
EA257_	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 0.9955156951.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RFLAG_FIN

Recoded FLAG_FIN

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	RFLAGFIN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
35568	39.1	1	1	1 - Returned survey
4	0.0	2	2	2 - Return (deceased
15	0.0	6	6	6 - Return (separated/retired)
85	0.1	7	7	7 - Return (deployed)
94	0.1	8	8	8 - Return (all other reasons)
2	0.0	13	13	13 - Returned Blank (separated/retired)
5	0.0	14	14	14 - Returned Blank (active refusal)
22	0.0	15	15	15 - Returned Blank (deployed)
3	0.0	17	17	17 - Returned Blank (no reason)
33	0.0	18	18	18 - No Return (deceased)
3	0.0	19	19	19 - No Return (incarcerated)
132	0.2	22	22	22 - No Return (separated/retired)
91	0.1	23	23	23 - No Return (active refusal)
405	0.4	24	24	24 - No Return (deployed)
10	0.0	25	25	25 - No Return (all other reasons)
41776	45.9	26	26	26 - No Return (no reason)
3195	3.5	27	27	27 - PND (no address remaining)
8370	9.2	28	28	28 - PND (address remaining at the close of field)
3	0.0	29	29	29 - Original Non-Locatable
1208	1.3	30	30	30 - Original ineligible as identified by DMDC
91024	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKF0

Raking adjustment factor

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0.3468927607 to 3.7128958702.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW001

Final Raked Weight for Replicate 1

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.62090807.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW002

Final Raked Weight for Replicate 2

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.58419822.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW003

Final Raked Weight for Replicate 3

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.66380299.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW004

Final Raked Weight for Replicate 4

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.77404594.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW005

Final Raked Weight for Replicate 5

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.65024222.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW006

Final Raked Weight for Replicate 6

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.617731.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW007

Final Raked Weight for Replicate 7

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.66727355.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW008

Final Raked Weight for Replicate 8

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.66466344.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW009

Final Raked Weight for Replicate 9

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.63496392.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW010

Final Raked Weight for Replicate 10

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.66408221.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW011

Final Raked Weight for Replicate 11

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.64980688.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW012

Final Raked Weight for Replicate 12

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.64886615.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW013

Final Raked Weight for Replicate 13

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.64483491.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW014

Final Raked Weight for Replicate 14

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.62857344.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW015

Final Raked Weight for Replicate 15

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.66602957.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW016

Final Raked Weight for Replicate 16

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.64517044.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW017

Final Raked Weight for Replicate 17

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.83482586.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW018

Final Raked Weight for Replicate 18

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.61816884.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW019

Final Raked Weight for Replicate 19

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.6463263.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW020

Final Raked Weight for Replicate 20

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.66651126.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW021

Final Raked Weight for Replicate 21

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.79191925.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW022

Final Raked Weight for Replicate 22

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.65924158.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW023

Final Raked Weight for Replicate 23

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.66527599.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW024

Final Raked Weight for Replicate 24

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.6666355.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW025

Final Raked Weight for Replicate 25

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.63292734.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW026

Final Raked Weight for Replicate 26

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.64030613.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW027

Final Raked Weight for Replicate 27

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.79670028.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW028

Final Raked Weight for Replicate 28

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.62672989.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW029

Final Raked Weight for Replicate 29

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.61467223.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW030

Final Raked Weight for Replicate 30

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.63665557.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW031

Final Raked Weight for Replicate 31

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.630531.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW032

Final Raked Weight for Replicate 32

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.63944608.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW033

Final Raked Weight for Replicate 33

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.64561695.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW034

Final Raked Weight for Replicate 34

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.64519414.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW035

Final Raked Weight for Replicate 35

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.68283632.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW036

Final Raked Weight for Replicate 36

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.60122552.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW037

Final Raked Weight for Replicate 37

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.67017383.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW038

Final Raked Weight for Replicate 38

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.85661027.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW039

Final Raked Weight for Replicate 39

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.63266812.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW040

Final Raked Weight for Replicate 40

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.62381036.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW041

Final Raked Weight for Replicate 41

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.62243582.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW042

Final Raked Weight for Replicate 42

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.56991775.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW043

Final Raked Weight for Replicate 43

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.62892927.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW044

Final Raked Weight for Replicate 44

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.6348525.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW045

Final Raked Weight for Replicate 45

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.6463366.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW046

Final Raked Weight for Replicate 46

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.76890657.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW047

Final Raked Weight for Replicate 47

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.6642334.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW048

Final Raked Weight for Replicate 48

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.63152687.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW049

Final Raked Weight for Replicate 49

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.64346418.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW050

Final Raked Weight for Replicate 50

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.64346522.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW051

Final Raked Weight for Replicate 51

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.69323544.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW052

Final Raked Weight for Replicate 52

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.81627567.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW053

Final Raked Weight for Replicate 53

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.61889958.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW054

Final Raked Weight for Replicate 54

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.61788179.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW055

Final Raked Weight for Replicate 55

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.83355118.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW056

Final Raked Weight for Replicate 56

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.68306154.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW057

Final Raked Weight for Replicate 57

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.55714126.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW058

Final Raked Weight for Replicate 58

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.61719665.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW059

Final Raked Weight for Replicate 59

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.63054235.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW060

Final Raked Weight for Replicate 60

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.78155174.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW061

Final Raked Weight for Replicate 61

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.08210948.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW062

Final Raked Weight for Replicate 62

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.51731732.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW063

Final Raked Weight for Replicate 63

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.69980724.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW064

Final Raked Weight for Replicate 64

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.28127139.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW065

Final Raked Weight for Replicate 65

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.83019499.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW066

Final Raked Weight for Replicate 66

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.66338948.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW067

Final Raked Weight for Replicate 67

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.59241768.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW068

Final Raked Weight for Replicate 68

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.44604689.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW069

Final Raked Weight for Replicate 69

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.285476.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW070

Final Raked Weight for Replicate 70

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.47559245.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW071

Final Raked Weight for Replicate 71

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.98153235.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW072

Final Raked Weight for Replicate 72

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.57527338.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW073

Final Raked Weight for Replicate 73

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.86369133.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW074

Final Raked Weight for Replicate 74

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 618.05698203.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW075

Final Raked Weight for Replicate 75

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.51118781.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW076

Final Raked Weight for Replicate 76

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.85243347.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW077

Final Raked Weight for Replicate 77

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.53940504.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW078

Final Raked Weight for Replicate 78

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 618.18914805.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW079

Final Raked Weight for Replicate 79

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.38945528.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW080

Final Raked Weight for Replicate 80

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 618.15530927.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW081

Final Raked Weight for Replicate 81

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.82884605.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW082

Final Raked Weight for Replicate 82

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.86422332.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW083

Final Raked Weight for Replicate 83

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.28892683.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW084

Final Raked Weight for Replicate 84

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.99623754.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW085

Final Raked Weight for Replicate 85

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.34120733.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW086

Final Raked Weight for Replicate 86

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.239052.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW087

Final Raked Weight for Replicate 87

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.67524408.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW088

Final Raked Weight for Replicate 88

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.58861994.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW089

Final Raked Weight for Replicate 89

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.85163296.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW090

Final Raked Weight for Replicate 90

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 618.3049913.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW091

Final Raked Weight for Replicate 91

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 619.1512257.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW092

Final Raked Weight for Replicate 92

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 618.46342682.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW093

Final Raked Weight for Replicate 93

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 623.73161187.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW094

Final Raked Weight for Replicate 94

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 625.76579979.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW095

Final Raked Weight for Replicate 95

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 618.04492929.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW096

Final Raked Weight for Replicate 96

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 616.96926334.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW097

Final Raked Weight for Replicate 97

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 636.59483171.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW098

Final Raked Weight for Replicate 98

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 638.02205426.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW099

Final Raked Weight for Replicate 99

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 618.51717837.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW100

Final Raked Weight for Replicate 100

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 618.65592938.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW101

Final Raked Weight for Replicate 101

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 614.96684479.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW102

Final Raked Weight for Replicate 102

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 624.79142964.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW103

Final Raked Weight for Replicate 103

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 618.12115462.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW104

Final Raked Weight for Replicate 104

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.23106258.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW105

Final Raked Weight for Replicate 105

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 645.86150795.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW106

Final Raked Weight for Replicate 106

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 628.94322977.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW107

Final Raked Weight for Replicate 107

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 624.84030809.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW108

Final Raked Weight for Replicate 108

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 621.60224912.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW109

Final Raked Weight for Replicate 109

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 618.2430258.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW110

Final Raked Weight for Replicate 110

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 620.65678248.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW111

Final Raked Weight for Replicate 111

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 630.89108165.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW112

Final Raked Weight for Replicate 112

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 623.26771095.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW113

Final Raked Weight for Replicate 113

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 635.83503091.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW114

Final Raked Weight for Replicate 114

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 626.61215293.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW115

Final Raked Weight for Replicate 115

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 651.56037343.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW116

Final Raked Weight for Replicate 116

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 645.6874429.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW117

Final Raked Weight for Replicate 117

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 619.6642139.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW118

Final Raked Weight for Replicate 118

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 622.7106626.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW119

Final Raked Weight for Replicate 119

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 625.48122475.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW120

Final Raked Weight for Replicate 120

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 630.0947707.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW121

Final Raked Weight for Replicate 121

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 622.59127675.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW122

Final Raked Weight for Replicate 122

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 641.54457376.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW123

Final Raked Weight for Replicate 123

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 645.64617116.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW124

Final Raked Weight for Replicate 124

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 624.86277709.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW125

Final Raked Weight for Replicate 125

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.22720962.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW126

Final Raked Weight for Replicate 126

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.96674407.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW127

Final Raked Weight for Replicate 127

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 623.25136452.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW128

Final Raked Weight for Replicate 128

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 637.63277199.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW129

Final Raked Weight for Replicate 129

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 622.46660697.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW130

Final Raked Weight for Replicate 130

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 635.70475252.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW131

Final Raked Weight for Replicate 131

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 621.68223088.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW132

Final Raked Weight for Replicate 132

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 623.71457853.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW133

Final Raked Weight for Replicate 133

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 651.77826554.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW134

Final Raked Weight for Replicate 134

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.19203461.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW135

Final Raked Weight for Replicate 135

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 633.52819183.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW136

Final Raked Weight for Replicate 136

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 619.87498835.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW137

Final Raked Weight for Replicate 137

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 643.65765818.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW138

Final Raked Weight for Replicate 138

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 618.90915839.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW139

Final Raked Weight for Replicate 139

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 625.88446926.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW140

Final Raked Weight for Replicate 140

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.08617225.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW141

Final Raked Weight for Replicate 141

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 621.73884566.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW142

Final Raked Weight for Replicate 142

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.81477536.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW143

Final Raked Weight for Replicate 143

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 616.43240218.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW144

Final Raked Weight for Replicate 144

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 624.50587208.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW145

Final Raked Weight for Replicate 145

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 655.53524525.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW146

Final Raked Weight for Replicate 146

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 636.36537263.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW147

Final Raked Weight for Replicate 147

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 614.04241051.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW148

Final Raked Weight for Replicate 148

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 616.73831371.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW149

Final Raked Weight for Replicate 149

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 620.27762558.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW150

Final Raked Weight for Replicate 150

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 618.02120893.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW151

Final Raked Weight for Replicate 151

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 619.32067425.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW152

Final Raked Weight for Replicate 152

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 624.4988428.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW153

Final Raked Weight for Replicate 153

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 615.74969717.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW154

Final Raked Weight for Replicate 154

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 624.90509995.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW155

Final Raked Weight for Replicate 155

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 627.30032502.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW156

Final Raked Weight for Replicate 156

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 622.68161548.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW157

Final Raked Weight for Replicate 157

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 644.60725408.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW158

Final Raked Weight for Replicate 158

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 618.78235423.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW159

Final Raked Weight for Replicate 159

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.54773787.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW160

Final Raked Weight for Replicate 160

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 620.7075576.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW161

Final Raked Weight for Replicate 161

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 646.23164541.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW162

Final Raked Weight for Replicate 162

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.13931324.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW163

Final Raked Weight for Replicate 163

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 621.82314279.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW164

Final Raked Weight for Replicate 164

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 622.8705283.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW165

Final Raked Weight for Replicate 165

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 620.29981691.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW166

Final Raked Weight for Replicate 166

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 617.15774708.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW167

Final Raked Weight for Replicate 167

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 619.97960165.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW168

Final Raked Weight for Replicate 168

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 625.03190022.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW169

Final Raked Weight for Replicate 169

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 620.85716198.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RKW170

Final Raked Weight for Replicate 170

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 626.01506321.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

RSTATUS

WEOA 2005 Resp Status

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	RSTAT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3609	4.0	0	0	0 - Frame ineligible
32299	35.5	1	1	1 - Eligible respondent
3622	4.0	2	2	2 - Eligible nonrespondent
189	0.2	3	3	3 - Ineligible - proxy/self reported
51305	56.4	4	4	4 - Unknown eligibility
91024	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOA2005 Workplace & Equal Opportunity Survey
Information on Weighting-Confidential Variables

SMPTVSTR

Taylor's Series Achieved Smp Size In Var

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA				
FORMAT	NAME	TYPE	LENGTH	INFORMAT
	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 30 to 3985.

Appendix I

Flat File Layout for the Public-Release Data File

Variable	Type	Start	Stop	Length	Label
SRED1	Num	0001	0002	002	What is the highest degree or level of school that you have completed?
SRMARST	Num	0003	0004	002	What is your marital status?
SRHISPAS	Num	0005	0006	002	Is your spouse/significant other Spanish/Hispanic/Latino?
DEPDNTS	Num	0007	0008	002	Do you have a child, children, or other legal dependents based on the definition above?
EA023	Num	0009	0010	002	Are you currently in a military work environment where members of your race/ethnicity are uncommon?
EA024	Num	0011	0012	002	Overall, how satisfied are you with the military way of life?
EA025A	Num	0013	0014	002	How much do you agree or disagree with each of the following statements? I enjoy serving in the military
EA025B	Num	0015	0016	002	How much do you agree or disagree with each of the following statements? Serving in the military is consistent with my personal goals
EA025C	Num	0017	0018	002	How much do you agree or disagree with each of the following statements? If I left the military, I would feel like I'm starting all over again
EA025D	Num	0019	0020	002	How much do you agree or disagree with each of the following statements? I would feel guilty if I left the military
EA025E	Num	0021	0022	002	How much do you agree or disagree with each of the following statements? Generally, on a day-to-day basis, I am happy with my life in the military
EA025F	Num	0023	0024	002	How much do you agree or disagree with each of the following statements? It would be difficult for me to leave the military and give up the benefits that are available in the Service
EA025G	Num	0025	0026	002	How much do you agree or disagree with each of the following statements? I would not leave the military right now because I have a sense of obligation to the people in it
EA025H	Num	0027	0028	002	How much do you agree or disagree with each of the following statements? I really feel as if the military's values are my own
EA025I	Num	0029	0030	002	How much do you agree or disagree with each of the following statements? I would have difficulty finding a job if I left the military
EA025J	Num	0031	0032	002	How much do you agree or disagree with each of the following statements? Generally, on a day-to-day basis, I am proud to be in the military
EA025K	Num	0033	0034	002	How much do you agree or disagree with each of the following statements? If I left the military, I would feel like I had let my country down
EA025L	Num	0035	0036	002	How much do you agree or disagree with each of the following statements? I continue to serve in the military because leaving would require considerable sacrifice
EA025M	Num	0037	0038	002	How much do you agree or disagree with each of the following statements? I feel like being a member of the military can help me achieve what I want in life
EA025N	Num	0039	0040	002	How much do you agree or disagree with each of the following statements? One of the problems with leaving the military would be the lack of available alternatives

Variable	Type	Start	Stop	Length	Label
EA025O	Num	0041	0042	002	How much do you agree or disagree with each of the following statements? I am committed to making the military my career
EA025P	Num	0043	0044	002	How much do you agree or disagree with each of the following statements? My Service's evaluation/selection system is effective in promoting its best members
EA025Q	Num	0045	0046	002	How much do you agree or disagree with each of the following statements? I am proud to tell others that I am a member of my Service
SRDULOC	Num	0047	0048	002	Where is your permanent duty station located?
SRBAH	Num	0049	0050	002	Where do you live at your permanent duty station?
EA030	Num	0051	0052	002	Have you been deployed to a combat zone or an area where you drew imminent danger or hostile fire pay since September 11, 2001?
EA032	Num	0053	0054	002	Are you currently on a deployment of 30 days or more?
EA035A	Num	0055	0056	002	How much do you agree or disagree with the following statements about your supervisor? You trust your supervisor.
EA035B	Num	0057	0058	002	How much do you agree or disagree with the following statements about your supervisor? Your supervisor ensures that all assigned personnel are treated fairly.
EA035C	Num	0059	0060	002	How much do you agree or disagree with the following statements about your supervisor? There is very little conflict between your supervisor and the people who report to him/her.
EA035D	Num	0061	0062	002	How much do you agree or disagree with the following statements about your supervisor? Your supervisor evaluates your work performance fairly.
EA035E	Num	0063	0064	002	How much do you agree or disagree with the following statements about your supervisor? Your supervisor assigns work fairly in your work group.
EA035F	Num	0065	0066	002	How much do you agree or disagree with the following statements about your supervisor? You are satisfied with the direction/supervision you receive.
EA037A	Num	0067	0068	002	How much do you agree or disagree with the following statements about the people you work with at your workplace? There is very little conflict among your coworkers.
EA037B	Num	0069	0070	002	How much do you agree or disagree with the following statements about the people you work with at your workplace? Your coworkers put in the effort required for their jobs.
EA037C	Num	0071	0072	002	How much do you agree or disagree with the following statements about the people you work with at your workplace? The people in your work group tend to get along.
EA037D	Num	0073	0074	002	How much do you agree or disagree with the following statements about the people you work with at your workplace? The people in your work group are willing to help each other.
EA037E	Num	0075	0076	002	How much do you agree or disagree with the following statements about the people you work with at your workplace? You are satisfied with the relationships you have with your coworkers.

Variable	Type	Start	Stop	Length	Label
EA037F	Num	0077	0078	002	How much do you agree or disagree with the following statements about the people you work with at your workplace? You put more effort into your job than your coworkers do.
EA038A	Num	0079	0080	002	How much do you agree or disagree with the following statements about your workplace? I know what is expected of me at work.
EA038B	Num	0081	0082	002	How much do you agree or disagree with the following statements about your workplace? I have the materials and equipment I need to do my work right.
EA038C	Num	0083	0084	002	How much do you agree or disagree with the following statements about your workplace? At work, I have the opportunity to do what I do best every day.
EA038D	Num	0085	0086	002	How much do you agree or disagree with the following statements about your workplace? In the last 7 days, I have received recognition or praise for doing good work.
EA038E	Num	0087	0088	002	How much do you agree or disagree with the following statements about your workplace? My supervisor, or someone at work, seems to care about me as a person.
EA038F	Num	0089	0090	002	How much do you agree or disagree with the following statements about your workplace? There is someone at work who encourages my development.
EA038G	Num	0091	0092	002	How much do you agree or disagree with the following statements about your workplace? At work, my opinions seem to count.
EA038H	Num	0093	0094	002	How much do you agree or disagree with the following statements about your workplace? The mission/purpose of my Service makes me feel my job is important.
EA038I	Num	0095	0096	002	How much do you agree or disagree with the following statements about your workplace? My coworkers are committed to doing quality work.
EA038J	Num	0097	0098	002	How much do you agree or disagree with the following statements about your workplace? I have a best friend at work.
EA038K	Num	0099	0100	002	How much do you agree or disagree with the following statements about your workplace? In the last 6 months, someone at work has talked to me about my progress.
EA038L	Num	0101	0102	002	How much do you agree or disagree with the following statements about your workplace? This last year, I have had opportunities at work to learn and to grow.
EA038M	Num	0103	0104	002	How much do you agree or disagree with the following statements about your workplace? At my workplace, a person's job opportunities and promotions are based only on work-related characteristics.
EA038N	Num	0105	0106	002	How much do you agree or disagree with the following statements about your workplace? My supervisor helps everyone in my work group feel included.
EA038O	Num	0107	0108	002	How much do you agree or disagree with the following statements about your workplace? I trust my supervisor to deal fairly with issues of equal treatment at my workplace.

Variable	Type	Start	Stop	Length	Label
EA038P	Num	0109	0110	002	How much do you agree or disagree with the following statements about your workplace? At my workplace, all employees are kept well informed about issues and decisions that affect them.
EA039A	Num	0111	0112	002	How much do you agree or disagree with the following statements about the work you do at your workplace? Your work provides you with a sense of pride.
EA039B	Num	0113	0114	002	How much do you agree or disagree with the following statements about the work you do at your workplace? Your work makes good use of your skills.
EA039C	Num	0115	0116	002	How much do you agree or disagree with the following statements about the work you do at your workplace? You like the kind of work you do.
EA039D	Num	0117	0118	002	How much do you agree or disagree with the following statements about the work you do at your workplace? You are satisfied with your job as a whole.
EA039E	Num	0119	0120	002	Overall, how well prepared... Are you to perform your wartime job?
EA040A	Num	0121	0122	002	Overall, how well prepared... Is your unit to perform its wartime mission?
EA040B	Num	0123	0124	002	How would you rate... Your current level of morale?
EA041A	Num	0125	0126	002	How would you rate... The current level of morale in your unit?
EA041B	Num	0127	0128	002	How much do you agree or disagree with the following statements about your unit? Service members in your unit really care about each other.
EA042A	Num	0129	0130	002	How much do you agree or disagree with the following statements about your unit? Service members in your unit work well as a team.
EA042B	Num	0131	0132	002	How much do you agree or disagree with the following statements about your unit? Service members in your unit pull together to get the job done.
EA042C	Num	0133	0134	002	How much do you agree or disagree with the following statements about your unit? Service members in your unit trust each other.
EA042D	Num	0135	0136	002	In the past month, how often have you... Been upset because of something that happened unexpectedly?
EA043A	Num	0137	0138	002	In the past month, how often have you... Felt that you were unable to control the important things in your life?
EA043B	Num	0139	0140	002	In the past month, how often have you... Felt nervous and stressed?
EA043C	Num	0141	0142	002	In the past month, how often have you... Felt confident about your ability to handle your personal problems?
EA043D	Num	0143	0144	002	In the past month, how often have you... Felt that things were going your way?
EA043E	Num	0145	0146	002	In the past month, how often have you... Found that you could not cope with all of the things you had to do?
EA043F	Num	0147	0148	002	In the past month, how often have you... Been able to control irritations in your life?
EA043G	Num	0149	0150	002	In the past month, how often have you... Felt that you were on top of things?
EA043H	Num	0151	0152	002	

Variable	Type	Start	Stop	Length	Label
EA043I	Num	0153	0154	002	In the past month, how often have you... Been angered because of things that were outside of your control?
EA043J	Num	0155	0156	002	In the past month, how often have you... Felt difficulties were piling up so high that you could not overcome them?
EA044A	Num	0157	0158	002	How true or false is each of the following statements for you? I am as healthy as anybody I know.
EA044B	Num	0159	0160	002	How true or false is each of the following statements for you? I seem to get sick a little easier than other people.
EA044C	Num	0161	0162	002	How true or false is each of the following statements for you? I expect my health to get worse.
EA044D	Num	0163	0164	002	How true or false is each of the following statements for you? My health is excellent.
EA047A	Num	0165	0166	002	During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? You were rated lower than you deserved on your last evaluation.
EA047B	Num	0167	0168	002	During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Your last evaluation contained unjustified negative comments.
EA047C	Num	0169	0170	002	During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? You were held to a higher performance standard than others.
EA047D	Num	0171	0172	002	During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? You did not get an award or decoration given to others in similar circumstances.
EA047E	Num	0173	0174	002	During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Your current assignment has not made use of your job skills.
EA047F	Num	0175	0176	002	During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? You were not able to attend a major school needed for your specialty.
EA047G	Num	0177	0178	002	During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? You did not get to go to short (1- to 3-day) courses that would provide you with needed skill
EA047H	Num	0179	0180	002	During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? You received lower grades than you deserved in your training.
EA047I	Num	0181	0182	002	During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? You did not get a job assignment that you wanted because of scores that you got on tests.

Variable	Type	Start	Stop	Length	Label
EA047J	Num	0183	0184	002	During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Your current assignment is not good for your career if you continue in the military.
EA047K	Num	0185	0186	002	During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? You did not receive day-to-day, short-term tasks that would help you prepare for advancement.
EA047L	Num	0187	0188	002	During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? You did not have a professional relationship with someone who advised (mentored) you on career.
EA047M	Num	0189	0190	002	During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? You did not learn until it was too late of opportunities that would help your career.
EA047N	Num	0191	0192	002	During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? You were unable to get straight answers about your promotion possibilities.
EA047O	Num	0193	0194	002	During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? You or your family were discriminated against when seeking non-government housing.
EA047P	Num	0195	0196	002	During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? You or your family were made to feel unwelcome by a local business (for example, a store or r
EA047Q	Num	0197	0198	002	During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? You or your family did not get appropriate medical care.
EA047R	Num	0199	0200	002	During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? You or your family got poorer military support service (for example, at commissaries, exchange
EA047S	Num	0201	0202	002	During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? You were excluded by your peers from social activities.
EA047T	Num	0203	0204	002	During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Local civilian police harassed you or your family without cause.
EA047U	Num	0205	0206	002	During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? You or your family were watched more closely than others were by armed forces police.
EA047V	Num	0207	0208	002	During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? You were taken to nonjudicial punishment or court martial when you should not have been.

Variable	Type	Start	Stop	Length	Label
EA047W	Num	0209	0210	002	During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? You were punished for something that others did without being punished.
EA047X	Num	0211	0212	002	During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? You were afraid for you or your family to go off the installation because of gang activity
EA047Y	Num	0213	0214	002	During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? You were afraid for you or your family to go off the installation for other reasons.
EA047Z	Num	0215	0216	002	During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? You were afraid for you or your family because of gang activity on the installation.
EA048	Num	0217	0218	002	Have you or your family had other bad, race/ethnic-related experiences during the past 12 months--experiences related to your job, an installation/ship, or a community around an installation?
EA049	Num	0219	0220	002	Would you say that you or your family experienced racial/ethnic harassment or discrimination in what you said happened in the Personal Experiences questions?
EA051A	Num	0221	0222	002	Which of the following best describe(s) the situation that during the past 12 months has bothered you most? Offensive encounters with milita
EA051B	Num	0223	0224	002	Which of the following best describe(s) the situation that during the past 12 months has bothered you most? Offensive encounters with civili
EA051C	Num	0225	0226	002	Which of the following best describe(s) the situation that during the past 12 months has bothered you most? Harm or threat of harm from mili
EA051D	Num	0227	0228	002	Which of the following best describe(s) the situation that during the past 12 months has bothered you most? Harm or threat of harm from civi
EA051E	Num	0229	0230	002	Which of the following best describe(s) the situation that during the past 12 months has bothered you most? Assignment/career discrimination
EA051F	Num	0231	0232	002	Which of the following best describe(s) the situation that during the past 12 months has bothered you most? Evaluation discrimination (for e
EA051G	Num	0233	0234	002	Which of the following best describe(s) the situation that during the past 12 months has bothered you most? Undue punishment (for example, y
EA051H	Num	0235	0236	002	Which of the following best describe(s) the situation that during the past 12 months has bothered you most? Training/testing discrimination
EA051I	Num	0237	0238	002	Which of the following best describe(s) the situation that during the past 12 months has bothered you most? Discrimination by service provid
EA051J	Num	0239	0240	002	Which of the following best describe(s) the situation that during the past 12 months has bothered you most? Safety concerns (for example, yo
EA051K	Num	0241	0242	002	Which of the following best describe(s) the situation that during the past 12 months has bothered you most? Other race/ethnic-related experi

Variable	Type	Start	Stop	Length	Label
EA053A	Num	0243	0244	002	To what extent was this situation... Annoying?
EA053B	Num	0245	0246	002	To what extent was this situation... Offensive?
EA053C	Num	0247	0248	002	To what extent was this situation... Disturbing?
EA053D	Num	0249	0250	002	To what extent was this situation... Threatening?
EA053E	Num	0251	0252	002	To what extent was this situation... Disillusioning?
EA054	Num	0253	0254	002	Who experienced this situation?
EA056	Num	0255	0256	002	Do you know who did it?
EA057	Num	0257	0258	002	Did more than one person do it?
EA058	Num	0259	0260	002	What was the gender of the person(s)?
EA059A	Num	0261	0262	002	What was the race/ethnic background of the person(s) who did it? White
EA059B	Num	0263	0264	002	What was the race/ethnic background of the person(s) who did it? Black or African American
EA059C	Num	0265	0266	002	What was the race/ethnic background of the person(s) who did it? American Indian or Alaska Native
EA059D	Num	0267	0268	002	What was the race/ethnic background of the person(s) who did it? Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)
EA059E	Num	0269	0270	002	What was the race/ethnic background of the person(s) who did it? Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)
EA059F	Num	0271	0272	002	What was the race/ethnic background of the person(s) who did it? Spanish/Hispanic/Latino
EA061	Num	0273	0274	002	During the course of the situation you have in mind, how often did the event(s) occur?
EA064	Num	0275	0276	002	Did the situation involve only civilians in the local community around an installation?
EA069A	Num	0277	0278	002	How satisfied are you with the following aspects of the reporting process? Availability of information about how to file a complaint
EA069B	Num	0279	0280	002	How satisfied are you with the following aspects of the reporting process? Availability of information about how to follow-up on a complaint
EA069C	Num	0281	0282	002	How satisfied are you with the following aspects of the reporting process? Treatment by personnel handling your complaint
EA069D	Num	0283	0284	002	How satisfied are you with the following aspects of the reporting process? Amount of time it took/is taking to resolve your complaint
EA069E	Num	0285	0286	002	How satisfied are you with the following aspects of the reporting process? How well you were/are kept informed about the progress of your complaint
EA069F	Num	0287	0288	002	How satisfied are you with the following aspects of the reporting process? Degree to which your privacy was/is being protected
EA069G	Num	0289	0290	002	How satisfied are you with the following aspects of the reporting process? The complaint process overall

Variable	Type	Start	Stop	Length	Label
EA070	Num	0291	0292	002	Do you feel that your chances of having a successful military career will be affected by making this report?
EA077	Num	0293	0294	002	Do you consider ANY of the things which YOU MARKED AS HAPPENING TO YOU in response to how you handled the situation to have been retaliation for reporting your experience?
EA078A	Num	0295	0296	002	Please give your opinion about whether the persons below make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what is said officially. Senior leadership of my Ser
EA078B	Num	0297	0298	002	Please give your opinion about whether the persons below make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what is said officially. Senior leadership of my ins
EA078C	Num	0299	0300	002	Please give your opinion about whether the persons below make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what is said officially. My immediate supervisor
EA079	Num	0301	0302	002	Has the military paid too much or too little attention to racial/ethnic harassment and discrimination during the past several years?
EA080A	Num	0303	0304	002	In your work group, to what extent... Would members of your work group feel free to report racial/ethnic harassment and discrimination without fear of reprisals?
EA080B	Num	0305	0306	002	In your work group, to what extent... Would complaints about racial/ethnic harassment and discrimination be taken seriously?
EA080C	Num	0307	0308	002	In your work group, to what extent... Would people be able to get away with racial/ethnic harassment and discrimination?
EA080D	Num	0309	0310	002	In your work group, to what extent... Are policies forbidding racial/ethnic harassment and discrimination publicized?
EA080E	Num	0311	0312	002	In your work group, to what extent... Are complaint procedures related to racial/ethnic harassment and discrimination publicized?
EA081	Num	0313	0314	002	At your current duty station, would you know how to report experiences of race/ethnic harassment and/or discrimination?
EA082A	Num	0315	0316	002	At your installation/ship, to what extent... Would Service members feel free to report racial/ethnic harassment and discrimination without fear of reprisals?
EA082B	Num	0317	0318	002	At your installation/ship, to what extent... Would complaints about racial/ethnic harassment and discrimination be taken seriously?
EA082C	Num	0319	0320	002	At your installation/ship, to what extent... Would people be able to get away with racial/ethnic harassment and discrimination?
EA082D	Num	0321	0322	002	At your installation/ship, to what extent... Are policies forbidding racial/ethnic harassment and discrimination publicized?
EA082E	Num	0323	0324	002	At your installation/ship, to what extent... Are complaint procedures related to racial/ethnic harassment and discrimination publicized?

Variable	Type	Start	Stop	Length	Label
EA082F	Num	0325	0326	002	At your installation/ship, to what extent... Is the availability of complaint hotlines publicized?
EA082G	Num	0327	0328	002	At your installation/ship, to what extent... Do people feel free to sit wherever they choose in dining halls regardless of race/ethnicity?
EA082H	Num	0329	0330	002	At your installation/ship, to what extent... Do people feel free to use any recreation facilities regardless of race/ethnicity?
EA082I	Num	0331	0332	002	At your installation/ship, to what extent... Are racist/extremist organizations or activities a problem?
EA082J	Num	0333	0334	002	At your installation/ship, to what extent... Are hate crimes/activities a problem?
EA082K	Num	0335	0336	002	At your installation/ship, to what extent... Are gang activities a problem?
EA082L	Num	0337	0338	002	At your installation/ship, to what extent... Are racist/extremist organizations or activities a problem in the local community around your installation?
EA082M	Num	0339	0340	002	At your installation/ship, to what extent... Are hate groups/extremist activities a problem in the local community around your installation?
EA083A	Num	0341	0342	002	To what extent... Do you feel uneasy being around people who are of race/ethnic backgrounds different from yours?
EA083B	Num	0343	0344	002	To what extent... Have you felt pressure from Service members who are of your race/ethnicity not to socialize with members of other race/ethnic groups?
EA083C	Num	0345	0346	002	To what extent... Do you feel comfortable interacting with people from different race/ethnic groups?
EA086A	Num	0347	0348	002	How would you rate race relations... In your work group?
EA086B	Num	0349	0350	002	How would you rate race relations... At your installation/ship?
EA086C	Num	0351	0352	002	How would you rate race relations... In your Service?
EA086D	Num	0353	0354	002	How would you rate race relations... In the local community around your installation?
EA087	Num	0355	0356	002	Have you had any training from military sources during the past 12 months on topics related to racial/ethnic harassment and discrimination?
EA089A	Num	0357	0358	002	My Service's training... Provides a good understanding of what words and actions are considered racial/ethnic harassment and discrimination.
EA089B	Num	0359	0360	002	My Service's training... Teaches that racial/ethnic harassment and discrimination reduces the cohesion and effectiveness of your Service as a whole.
EA089C	Num	0361	0362	002	My Service's training... Identifies behaviors that are offensive to others and should not be tolerated.
EA089D	Num	0363	0364	002	My Service's training... Gives useful tools for dealing with racial/ethnic harassment and discrimination.
EA089E	Num	0365	0366	002	My Service's training... Explains the process for reporting racial/ethnic harassment and discrimination.
EA089F	Num	0367	0368	002	My Service's training... Makes you feel it is safe to complain about offensive, race/ethnic-related situations.

Variable	Type	Start	Stop	Length	Label
EA089G	Num	0369	0370	002	My Service's training... Promotes cross-cultural awareness.
EA089H	Num	0371	0372	002	My Service's training... Provides information about policies, procedures, and consequences of racial/ethnic harassment and discrimination.
EA089I	Num	0373	0374	002	My Service's training... Provides information on your Service's policies on participation in hate groups/gangs/extremist activities.
EA089J	Num	0375	0376	002	My Service's training... Promotes religious tolerance
EA090	Num	0377	0378	002	In your opinion, how effective was the training you received in actually reducing/preventing behaviors which might be seen as racial/ethnic harassment and discrimination?
EA091A	Num	0379	0380	002	How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world? Promotion opportunities
EA091B	Num	0381	0382	002	How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world? Pay and benefits
EA091C	Num	0383	0384	002	How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world? Fair performance evaluations
EA091D	Num	0385	0386	002	How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world? Education and training opportunities
EA091E	Num	0387	0388	002	How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world? Quality of life
EA091F	Num	0389	0390	002	How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world? Fair administration of criminal justice
EA091G	Num	0391	0392	002	How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world? Chance to show pride in yourself
EA091H	Num	0393	0394	002	How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world? Chance to show pride in your race/ethnic group
EA091I	Num	0395	0396	002	How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world? Freedom from harassment
EA091J	Num	0397	0398	002	How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world? Freedom from discrimination

Variable	Type	Start	Stop	Length	Label
EA091K	Num	0399	0400	002	How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world? Freedom from extremism/hate crimes
EA091L	Num	0401	0402	002	How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world? Race/ethnic relations overall
EA092	Num	0403	0404	002	Do you have friends of a different race/ethnicity with whom you socialize in your home/quarters?
EA093	Num	0405	0406	002	Do you have close personal friends who are of a different race/ethnicity than yours?
EA094	Num	0407	0408	002	Compared to right before you entered the military, do you have more or fewer close personal friends who are of a race/ethnicity different from yours?
EA095	Num	0409	0410	002	In your opinion, have race/ethnic relations in our nation gotten better or worse over the last 5 years?
EA096A	Num	0411	0412	002	In your opinion, have opportunities in our nation gotten better or worse over the last 5 years for... Blacks or African Americans
EA096B	Num	0413	0414	002	In your opinion, have opportunities in our nation gotten better or worse over the last 5 years for... American Indians or Alaska Natives
EA096C	Num	0415	0416	002	In your opinion, have opportunities in our nation gotten better or worse over the last 5 years for... Asians, Native Hawaiians or Pacific Islanders
EA096D	Num	0417	0418	002	In your opinion, have opportunities in our nation gotten better or worse over the last 5 years for... Spanish/Hispanic/Latinos
EA096E	Num	0419	0420	002	In your opinion, have opportunities in our nation gotten better or worse over the last 5 years for... Arab Americans
EA096F	Num	0421	0422	002	In your opinion, have opportunities in our nation gotten better or worse over the last 5 years for... Whites
EA096G	Num	0423	0424	002	In your opinion, have opportunities in our nation gotten better or worse over the last 5 years for... Muslims
EA098	Num	0425	0426	002	In your opinion, have race/ethnic relations in the military gotten better or worse over the last 5 years?
EA099A	Num	0427	0428	002	In your opinion, have opportunities in the military gotten better or worse over the last 5 years for... Blacks or African Americans
EA099B	Num	0429	0430	002	In your opinion, have opportunities in the military gotten better or worse over the last 5 years for... American Indians or Alaska Natives
EA099C	Num	0431	0432	002	In your opinion, have opportunities in the military gotten better or worse over the last 5 years for... Asians, Native Hawaiians or Pacific Islanders
EA099D	Num	0433	0434	002	In your opinion, have opportunities in the military gotten better or worse over the last 5 years for... Spanish/Hispanic/Latinos

Variable	Type	Start	Stop	Length	Label
EA099E	Num	0435	0436	002	In your opinion, have opportunities in the military gotten better or worse over the last 5 years for... Arab Americans
EA099F	Num	0437	0438	002	In your opinion, have opportunities in the military gotten better or worse over the last 5 years for... Whites
EA099G	Num	0439	0440	002	In your opinion, have opportunities in the military gotten better or worse over the last 5 years for... Muslims
COMMENTFLG	Num	0441	0442	002	If you have comments or concerns that you were not able to express in answering this survey, please enter them in the space provided. Any comments you make on this questionnaire will be kept confidential, and no follow-up action will be taken in response to them.
ASSIGN	Num	0443	0444	002	Assignment/Career reflects the extent to which members believe an aspect of their current assignment or career progression was hampered because of the member's race/ethnicity. (with labeling item)
ASSIGN2	Num	0445	0446	002	Assignment/Career reflects the extent to which members believe an aspect of their current assignment or career progression was hampered because of the member's race/ethnicity.
COMBO5	Num	0447	0448	002	COMBO51 A-K
COMMITA	Num	0449	0450	002	Affective Commitment Scale
COMMITC	Num	0451	0452	002	Continuance Commitment Scale
COMMITN	Num	0453	0454	002	Normative Commitment Scale
COMOFF	Num	0455	0456	002	Offensive Encounters can be defined as situations in which members indicated that civilians in the community engaged in racially/ethnically insensitive behavior that caused them discomfort or was insulting. (with labeling item)
COMOFF2	Num	0457	0458	002	Offensive Encounters can be defined as situations in which members indicated that civilians in the community engaged in racially/ethnically insensitive behavior that caused them discomfort or was insulting.
COMTHRT	Num	0459	0460	002	Threat/Harm can be defined as perceptions of threat, vandalism, and assault stemming from the member's race/ethnicity and caused by a civilian in the community. (with labeling item)
COMTHRT2	Num	0461	0462	002	Threat/Harm can be defined as perceptions of threat, vandalism, and assault stemming from the member's race/ethnicity and caused by a civilian in the community.
DEPLYDYR	Num	0463	0464	002	Recode DEPLYDY-In the past 12 months, how many nights have you been away from your permanent duty station because of your military duties?
DODOFF	Num	0465	0466	002	Offensive encounters reflects whether members indicated they experienced situations in which other DoD personnel engaged in racially/ethnically insensitive behavior that caused them discomfort or was insulting. (with labeling item)

Variable	Type	Start	Stop	Length	Label
DODOFF2	Num	0467	0468	002	Offensive encounters reflects whether members indicated they experienced situations in which other DoD personnel engaged in racially/ethnically insensitive behavior that caused them discomfort or was insulting.
DODTHRT	Num	0469	0470	002	Threat/Harm can be defined as perceptions of threat, vandalism, and assault stemming from the members' race/ethnicity and caused by DoD personnel. (with labeling item)
DODTHRT2	Num	0471	0472	002	Threat/Harm can be defined as perceptions of threat, vandalism, and assault stemming from the members' race/ethnicity and caused by DoD personnel
EA019R	Num	0473	0474	002	Recode EA019-How many years of active-duty service have you completed (including enlisted, warrant officer, and commissioned officer time)?
EA022BR	Num	0475	0476	002	Recode EA022B-If you had a close personal friend considering active-duty military service, would you recommend that he/she join? A friend who is African American
EA022CR	Num	0477	0478	002	Recode EA022C-If you had a close personal friend considering active-duty military service, would you recommend that he/she join? A friend who is American Indian or Alaska Native
EA022DR	Num	0479	0480	002	Recode EA022D-If you had a close personal friend considering active-duty military service, would you recommend that he/she join? A friend who is Asian
EA022ER	Num	0481	0482	002	Recode EA022E-If you had a close personal friend considering active-duty military service, would you recommend that he/she join? A friend who is Native Hawaiian or other Pacific Islander
EA022FR	Num	0483	0484	002	Recode EA022F-If you had a close personal friend considering active-duty military service, would you recommend that he/she join? A friend who is Spanish/Hispanic/Latino
EA029AR	Num	0485	0486	002	Recode EA029A-Since September 11, 2001, have you been deployed for any of the following operations? Operation Noble Eagle
EA029BR	Num	0487	0488	002	Recode EA029B-Since September 11, 2001, have you been deployed for any of the following operations? Operation Enduring Freedom
EA029CR	Num	0489	0490	002	Recode EA029C-Since September 11, 2001, have you been deployed for any of the following operations? Operation Iraqi Freedom
EA029DR	Num	0491	0492	002	Recode EA029D-Since September 11, 2001, have you been deployed for any of the following operations? Other
EA031R	Num	0493	0494	002	Recode EA031-How many days have you been deployed to a combat zone or an area where you drew imminent danger or hostile fire pay since September 11, 2001?
EA033R	Num	0495	0496	002	What is the paygrade of your immediate supervisor in your current military work group?
EA034AR	Num	0497	0498	002	Recode EA034A-What is the race/ethnic background of your immediate supervisor in your current military work group? White

Variable	Type	Start	Stop	Length	Label
EA034BR	Num	0499	0500	002	Recode EA034B-What is the race/ethnic background of your immediate supervisor in your current military work group? Black or African/American
EA034CR	Num	0501	0502	002	Recode EA034C-What is the race/ethnic background of your immediate supervisor in your current military work group? American Indian or Alaskan Native
EA034DR	Num	0503	0504	002	Recode EA034D-What is the race/ethnic background of your immediate supervisor in your current military work group? Asian
EA034ER	Num	0505	0506	002	Recode EA034E-What is the race/ethnic background of your immediate supervisor in your current military work group? Native Hawaiian or other Pacific Islander
EA034FR	Num	0507	0508	002	Recode EA034F-What is the race/ethnic background of your immediate supervisor in your current military work group? Spanish/Hispanic/Latino
EA034MR	Num	0509	0510	002	Recode EA034M-What is the race/ethnic background of your immediate supervisor in your current military work group? Marked more than one
EA045AR2	Num	0511	0512	002	How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)...a. Made unwelcome atte
EA045BR2	Num	0513	0514	002	How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)...b. Told stories or jok
EA045CR2	Num	0515	0516	002	How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)...c. Were condescending
EA045DR2	Num	0517	0518	002	How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)...d. Put up or distribut
EA045ER2	Num	0519	0520	002	How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)...e. Displayed tattoos o
EA045FR2	Num	0521	0522	002	How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)...f. Did not include you

Variable	Type	Start	Stop	Length	Label
EA045GR2	Num	0523	0524	002	How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)...g. Made you feel uncom
EA045HR2	Num	0525	0526	002	How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)...h. Made offensive rema
EA045IR2	Num	0527	0528	002	How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)...i. Made remarks sugges
EA045JR2	Num	0529	0530	002	How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)...j. Made other offensiv
EA045KR2	Num	0531	0532	002	How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)...k. Vandalized your pro
EA045LR2	Num	0533	0534	002	How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)...l. Made you feel threa
EA045MR2	Num	0535	0536	002	How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)...m. Physically threaten
EA045NR2	Num	0537	0538	002	How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)...n. Assaulted you physi
EA045OR2	Num	0539	0540	002	How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees and/or contractors (on or off installation)...o. Bothered or hurt an

Variable	Type	Start	Stop	Length	Label
EA046AR2	Num	0541	0542	002	How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation...a. Made unwelcome attempts to draw you into an offensive discussion of racial/ethnic matters?
EA046BR2	Num	0543	0544	002	How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation...b. Told stories or jokes which were racist or depicted your race/ethnicity negatively?
EA046CR2	Num	0545	0546	002	How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation...c. Were condescending to you because of your race/ethnicity?
EA046DR2	Num	0547	0548	002	How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation...d. Put up or distributed materials (for example, pictures, leaflets, symbols, graffiti, music, stories) which
EA046ER2	Num	0549	0550	002	How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation...e. Displayed tattoos or wore distinctive clothes which were racist?
EA046FR2	Num	0551	0552	002	How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation...f. Did not include you in social activities because of your race/ethnicity?
EA046GR2	Num	0553	0554	002	How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation...g. Made you feel uncomfortable by hostile looks or stares because of your race/ethnicity?
EA046HR2	Num	0555	0556	002	How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation...h. Made offensive remarks about your appearance (for example, about skin color) because of your race/ethnicity
EA046IR2	Num	0557	0558	002	How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation...i. Made remarks suggesting that people of your race/ethnicity are not suited for the kind of work you do?
EA046JR2	Num	0559	0560	002	How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation...j. Made other offensive remarks about your race/ethnicity (for example, referred to your race/ethnicity with
EA046KR2	Num	0561	0562	002	How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation...k. Vandalized your property because of your race/ethnicity?

Variable	Type	Start	Stop	Length	Label
EA046LR2	Num	0563	0564	002	How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation...l. Made you feel threatened with retaliation if you did not go along with things that were racially/ethnic
EA046MR2	Num	0565	0566	002	How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation...m. Physically threatened or intimidated you because of your race/ethnicity?
EA046NR2	Num	0567	0568	002	How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation...n. Assaulted you physically because of your race/ethnicity?
EA046OR2	Num	0569	0570	002	How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around an installation...o. Bothered or hurt any of your family in the ways listed above because of your or your family's race/ethni
EA050R2	Num	0571	0572	002	Briefing-Do you think that DoD and your Service have a responsibility to prevent the racial/ethnic harassment or discrimination which YOU MARKED AS HAPPENING TO YOU OR YOUR FAMILY?
EA052R2	Num	0573	0574	002	Briefing-Would you say that you and/or your family experienced racial/ethnic harassment or discrimination in what you said happened in the situation that bothered you most?
EA055AR4	Num	0575	0576	002	Briefing-Where and when did this situation occur? At a military installation
EA055BR4	Num	0577	0578	002	Briefing- Where and when did this situation occur? At your military work (the place where you perform your military duties)
EA055CR4	Num	0579	0580	002	Briefing-Where and when did this situation occur? During duty hours
EA055DR4	Num	0581	0582	002	Briefing-Where and when did this situation occur? In a work environment where members of your racial/ethnic background are uncommon
EA055ER4	Num	0583	0584	002	Briefing-Where and when did this situation occur? While you were deployed
EA055FR4	Num	0585	0586	002	Briefing-Where and when did this situation occur? In the local community around an installation
EA055GR4	Num	0587	0588	002	Briefing-Where and when did this situation occur? At your current permanent duty station
EA062R2	Num	0589	0590	002	Briefing-How long did this situation last, or if continuing, how long has it been going on?
EA063AR	Num	0591	0592	002	Recode EA063A-As a result of the situation, did you...Try to ignore the behavior?
EA063BR	Num	0593	0594	002	Recode EA063B-As a result of the situation, did you...Try to avoid the person(s) who bothered you?
EA063CR	Num	0595	0596	002	Recode EA063C-As a result of the situation, did you...Try to forget it?
EA063DR	Num	0597	0598	002	Recode EA063D-As a result of the situation, did you...Tell the person(s) to stop?

Variable	Type	Start	Stop	Length	Label
EA063ER	Num	0599	0600	002	Recode EA063E-As a result of the situation, did you...Ask someone else to speak to the person(s) for you?
EA063FR	Num	0601	0602	002	Recode EA063F-As a result of the situation, did you...Settle it yourself physically?
EA063GR	Num	0603	0604	002	Recode EA063G-As a result of the situation, did you...Act as though it did not bother you?
EA063HR	Num	0605	0606	002	Recode EA063H-As a result of the situation, did you...Call a hotline for advice/information (not to file a complaint)?
EA063JR	Num	0607	0608	002	Recode EA063J-As a result of the situation, did you... Think about getting out of your Service?
EA063KR	Num	0609	0610	002	Recode EA063K-As a result of the situation, did you...Accomplish less than you would like at work?
EA074R	Num	0611	0612	002	Recode EA074-Did you report all of the behaviors you experienced to one of the installation/Service/DoD individuals or organizations?
EA075AR	Num	0613	0614	002	Recode EA075A-What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations? Was not important enough to report
EA075BR	Num	0615	0616	002	Recode EA075B-What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations? You did not know how to report
EA075CR	Num	0617	0618	002	Recode EA075C-What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations? You felt uncomfortable making a report
EA075DR	Num	0619	0620	002	Recode EA075D-What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations? You took care of the problem yourself
EA075ER	Num	0621	0622	002	Recode EA075E-What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations? You did not think anything would be done
EA075FR	Num	0623	0624	002	Recode EA075F-What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations? You thought you would not be believed
EA075GR	Num	0625	0626	002	Recode EA075G-What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations? You thought reporting would take too much time and effort
EA075HR	Num	0627	0628	002	Recode EA075H-What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations? You thought you would be labeled a troublemaker

Variable	Type	Start	Stop	Length	Label
EA075IR	Num	0629	0630	002	Recode EA075I-What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations? You thought it would make your work situation unpleasant
EA075JR	Num	0631	0632	002	Recode EA075J-What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations? You thought your performance evaluation or chance for promotion would suffer
EA075KR	Num	0633	0634	002	Recode EA075K-What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations? You were afraid of retaliation/reprisals from the person(s) who did it or from their friends
EA075LR	Num	0635	0636	002	Recode EA075L-What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations? You were afraid of retaliation/reprisals from your chain-of-command
EA075MR	Num	0637	0638	002	Recode EA075M-What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations? You did not know the identity of the person(s) who did it
EA075NR	Num	0639	0640	002	Recode EA075N-What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations? Situation only involved civilian(s) off an installation
EA076AR	Num	0641	0642	002	Recode EA076A-Did any of the following things happen in response to how you handled the situation? You were ignored or shunned by others at work
EA076BR	Num	0643	0644	002	Recode EA076B-Did any of the following things happen in response to how you handled the situation? You were blamed for the situation
EA076CR	Num	0645	0646	002	Recode EA076C-Did any of the following things happen in response to how you handled the situation? You were given less favorable job duties
EA076DR	Num	0647	0648	002	Recode EA076D-Did any of the following things happen in response to how you handled the situation? You were denied an opportunity for training
EA076ER	Num	0649	0650	002	Recode EA076E-Did any of the following things happen in response to how you handled the situation? You were given an unfair job performance appraisal
EA076FR	Num	0651	0652	002	Recode EA076F-Did any of the following things happen in response to how you handled the situation? You were denied a promotion
EA076GR	Num	0653	0654	002	Recode EA076G-Did any of the following things happen in response to how you handled the situation? You were transferred to a less desirable job
EA084AR	Num	0655	0656	002	Recode EA084A-Have you tried to avoid an assignment in the military because you thought you might be subjected to racial/ethnic harassment or discrimination... At a Command or on an installation/ship?
EA084BR	Num	0657	0658	002	Recode EA084B-Have you tried to avoid an assignment in the military because you thought you might be subjected to racial/ethnic harassment or discrimination... In the local community around your installation?

Variable	Type	Start	Stop	Length	Label
EA085AR	Num	0659	0660	002	Recode EA085A-During the past 12 months, have you been involved in a racial confrontation...On your installation/ship?
EA085BR	Num	0661	0662	002	Recode EA085B-During the past 12 months, have you been involved in a racial confrontation...In the local community around your installation?
EA088R	Num	0663	0664	002	Recode EA088-In the past 12 months, how many times have you had training from military sources on topics related to racial/ethnic harassment and discrimination?
EA095R	Num	0665	0666	002	Recode EA095-In your opinion, have race/ethnic relations in our nation gotten better or worse over the last 5 years?
EA097R	Num	0667	0668	002	Recode EA097-In your opinion, how often does racial/ethnic harassment and discrimination occur in the military now, as compared with a few years ago?
EVAL	Num	0669	0670	002	Evaluation Incident reflects members' perceptions that race/ethnicity influenced some aspect of their performance evaluation. (with labeling item)
EVAL2	Num	0671	0672	002	Evaluation Incident reflects members' perceptions that race/ethnicity influenced some aspect of their performance evaluation.
FEARS	Num	0673	0674	002	Member/Family Fears reflects whether members indicated that either they or their family were afraid to be on or off the installation because of gang activity or for other reasons. (with labeling item)
FEARS2	Num	0675	0676	002	Member/Family Fears reflects whether members indicated that either they or their family were afraid to be on or off the installation because of gang activity or for other reasons.
INC_CS	Num	0677	0678	002	Member Incident can be defined as members who personally experienced race/ethnicity-related insensitivity, threats, or actual harm or discrimination from civilians in the community. (with labeling item)
INC_CS2	Num	0679	0680	002	Member Incident can be defined as members who personally experienced race/ethnicity-related insensitivity, threats, or actual harm or discrimination from civilians in the community.
INC_FAM	Num	0681	0682	002	Member/Family Incident reflects whether members indicated that either they or their family experienced any of three types of racial/ethnic insensitivity, harassment, or discrimination from DoD personnel or civilians in the local community. (with labeling i
INC_FAM2	Num	0683	0684	002	Member/Family Incident reflects whether members indicated that either they or their family experienced any of three types of racial/ethnic insensitivity, harassment, or discrimination from DoD personnel or civilians in the local community.
INC_MISC	Num	0685	0686	002	Member/Family Miscellaneous reflects whether members indicated that either they or their family had any other race/ethnic-related experiences involving DoD personnel or civilians in the local community. (with labeling item)

Variable	Type	Start	Stop	Length	Label
INC_MISC2	Num	0687	0688	002	Member/Family Miscellaneous reflects whether members indicated that either they or their family had any other race/ethnic-related experiences involving DoD personnel or civilians in the local community.
MILCIV	Num	0689	0690	002	What was the organizational affiliation of the person(s) involved?
PUNISH	Num	0691	0692	002	Evaluation Incident reflects members' perceptions that race/ethnicity influenced whether and how they were punished. (with labeling item)
PUNISH2	Num	0693	0694	002	Evaluation Incident reflects members' perceptions that race/ethnicity influenced whether and how they were punished.
REPORTA2	Num	0695	0696	002	To whom did you report this situation?
SERVICE2	Num	0697	0698	002	Member/Family Services reflects whether members believed that they or their family were treated differently because of their race/ethnicity by either DoD or civilian businesses, police, or medical/support services.
SERVICES	Num	0699	0700	002	Member/Family Services reflects whether members believed that they or their family were treated differently because of their race/ethnicity by either DoD or civilian businesses, police, or medical/support services. (with labeling item)
SRRACEAR	Num	0701	0702	002	Recode Race White
SRRACEBR	Num	0703	0704	002	Recode Race Black
SRRACECR	Num	0705	0706	002	Recode Race American Indian or Alaska Native
SRRACEDR	Num	0707	0708	002	Recode Race Asian
SRRACEER	Num	0709	0710	002	Recode Race Native Hawaiian or other Pacific Islander
SRRACEMR	Num	0711	0712	002	Recode Race Marked More Than One
TESTSCR	Num	0713	0714	002	Training/Test Scores Incident reflects the extent to which members believed their race/ethnicity influenced the availability of training and the assignment of training scores/grades. (with labeling item)
TESTSCR2	Num	0715	0716	002	Training/Test Scores Incident reflects the extent to which members believed their race/ethnicity influenced the availability of training and the assignment of training scores/grades.
WEOA0501	Num	0717	0724	008	Unique Identifier for the population
TOTAL	Num	0725	0739	015	Taylor's Series Variance Stratum
ELIGFLG2	Num	0740	0741	002	Eligibility Flag
RKW0	Num	0742	0756	015	Final Raked Weight
SAMPLE	Num	0757	0758	002	Sample
TVSTR	Num	0759	0773	015	Taylor's Series Variance Strata

Appendix J

Notes on Analysis


```

/* coding for XSVC variable */
IF SRSVC1 = 1 THEN XSVC = 1; /*ARMY*/
ELSE IF SRSVC1 = 2 THEN XSVC= 2; /*NAVY*/
ELSE IF SRSVC1 = 3 THEN XSVC= 3; /*MARINE CORPS*/
ELSE IF SRSVC1 = 4 THEN XSVC= 4; /*AIR FORCE*/
ELSE IF SRSVC1 = 5 THEN XSVC= 5; /*COAST GUARD*/
ELSE XSVC=.;
/*Imputing for Missing*/
IF XSVC = . & CSERVICE IN (1,2,3,4,5) THEN DO;
    XSVC = CSERVICE;
    XSVCF = 2; /*Imputed variable flag*/
End;
ELSE XSVCF = 1; /*Not imputed variable flag*/
IF INCWEB = .B THEN XSVC = .B;
IF INCWEB = .B THEN XSVCF = .B;

/* coding for XSVC2 variable */
if xsvc = 5 then xsvc2 = .N;
else xsvc2 = xsvc;

/* coding for XDOD variable */
IF XSVC IN (1,2,3,4) THEN XDOD = 1; /*TOTAL DOD*/
ELSE IF XSVC = 5 THEN XDOD = 2; /*COAST GUARD RESERVE*/
IF INCWEB = .B THEN XDOD = .B;

/* coding for XSEX variable */
IF SRSEX = 1 then XSEX = 1; /*male*/
else if SRSEX = 2 then XSEX = 2; /*female*/
Else XSEX = .;
/*Imputing for Missing*/
If XSEX = . & (CSEX = 1 or CSEX = 2) then do;
    XSEX = CSEX;
    XSEXF = 2; /*Imputed variable flag */
END;
Else XSEXF = 1; /* Not imputed variable flag*/
If INCWEB = .B THEN XSEX = .B;
IF INCWEB = .B THEN XSEXF = .B;

```

```

/* coding for XPAY variable */
IF SRGRADE >=1 THEN XPAY=SRGRADE;
ELSE XPAY = .;
/*Imputing for Missing*/
IF XPAY = . and PAYGRD Not in('E00','O00') THEN DO;
    IF      PAYGRD='E01' THEN XPAY = 1; /*E1*/
    ELSE IF PAYGRD='E02' THEN XPAY = 2; /*E2*/
    ELSE IF PAYGRD='E03' THEN XPAY = 3; /*E3*/
    ELSE IF PAYGRD='E04' THEN XPAY = 4; /*E4*/
    ELSE IF PAYGRD='E05' THEN XPAY = 5; /*E5*/
    ELSE IF PAYGRD='E06' THEN XPAY = 6; /*E6*/
    ELSE IF PAYGRD='E07' THEN XPAY = 7; /*E7*/
    ELSE IF PAYGRD='E08' THEN XPAY = 8; /*E8*/
    ELSE IF PAYGRD='E09' THEN XPAY = 9; /*E9*/
    ELSE IF PAYGRD='W01' THEN XPAY =11; /*W1*/
    ELSE IF PAYGRD='W02' THEN XPAY =12; /*W2*/
    ELSE IF PAYGRD='W03' THEN XPAY =13; /*W3*/
    ELSE IF PAYGRD='W04' THEN XPAY =14; /*W4*/
    ELSE IF PAYGRD='W05' THEN XPAY =15; /*W5*/
    ELSE IF PAYGRD='O01' THEN XPAY =21; /*O1*/
    ELSE IF PAYGRD='O02' THEN XPAY =22; /*O2*/
    ELSE IF PAYGRD='O03' THEN XPAY =23; /*O3*/
    ELSE IF PAYGRD='O04' THEN XPAY =24; /*O4*/
    ELSE IF PAYGRD='O05' THEN XPAY =25; /*O5*/
    ELSE IF PAYGRD='O06' THEN XPAY =26; /*O6*/
    XPAYF = 2; /*IMPUTED VARIABLE FLAG*/
END;
ELSE XPAYF = 1; /*NOT IMPUTED VARIABLE FLAG*/
IF INCWEB = .B THEN XPAY = .B;
IF INCWEB = .B THEN XPAYF = .B;

/* coding for XPAY5 variable */
IF XPAY IN (1,2,3,4) THEN XPAY5=1; /*E1-E4*/
ELSE IF XPAY IN (5,6,7,8,9) THEN XPAY5=2; /*E5-E9*/
ELSE IF XPAY IN (11,12,13,14,15) THEN XPAY5=3; /*W1-W5*/
ELSE IF XPAY IN (21,22,23) THEN XPAY5=4; /*O1-O3*/
ELSE IF XPAY IN (24,25,26) THEN XPAY5=5; /*O4-O6*/
ELSE XPAY5 = .;
IF INCWEB = .B THEN XPAY5 = .B;

/* coding for XPAY2 variable */
IF XPAY5 IN (1,2) THEN XPAY2 = 1; /*ENLISTED*/
ELSE IF XPAY5 IN (3,4,5) THEN XPAY2 = 2; /*OFFICERS*/
ELSE XPAY2 = .;
IF INCWEB = .B THEN XPAY2 = .B;

```

```

/* coding for HISP_IM variable */
/*CREATE ETHNICITY FROM SELF-REPORT & IMPUTATIONS (HISP_IM)*/
HISP_IMF =1;
HISP_IM = SRHISPAl; /*HISP_IM IS SELF-REPORT ETHNICITY EXCEPT WHEN IMPUTED*/
IF SRHISPAl NE . THEN HISP_IMF = 1;
IF HISP_IM = . AND ETH IN ('AK', 'AL', 'AM', 'AN', 'AO') THEN DO ;
    HISP_IM = 2; /*HISPANIC*/
    HISP_IMF = 2; /*IMPUTED VARIABLE FLAG*/
END;
IF INCWEB = .B THEN HISP_IM = .B;
IF INCWEB = .B THEN HISP_IMF = .B;

/* coding for RACE_NI variable */
/*CREATE NON-IMPUTED SELF-REPORT OF RACE WITH OTHER (RACE_NI)*/
RACE_NI = .;
RACE_NI = (10000*SRRACEa) /*White*/
    + (1000*SRRACEb) /* Black */
    + (100*SRRACEc) /* American Indian or Alaskan Native */
    + (10*SRRACEd) /* Asian*/
    + (1*SRRACEe); /*Hawaiian */
IF SRRACEa LT 1 THEN RACE_NI = .;
IF INCWEB = .B THEN RACE_NI = .B;

```

```

/* coding for SRRACE1 variable */
/* NEXT CREATE SELF-REPORTED RACE LEVELS (SRRACE1) */
SRRACE1 = .;
IF RACE_NI = . THEN SRRACE1 = .; /*MISSING */
ELSE IF RACE_NI = 11112 THEN SRRACE1 = 004; /* HAWAIIAN PACIFIC ISLANDER */
ELSE IF RACE_NI = 11121 THEN SRRACE1 = 002; /* ASIAN */
ELSE IF RACE_NI = 11211 THEN SRRACE1 = 001; /* AMERICAN INDIAN OR ALASKAN NATIVE*/
ELSE IF RACE_NI = 12111 THEN SRRACE1 = 003; /* BLACK */
ELSE IF RACE_NI = 21111 THEN SRRACE1 = 005; /* WHITE */
ELSE IF RACE_NI = 11221 THEN SRRACE1 = 100; /* AMERICAN INDIAN OR ALASKAN NATIVE
ASIAN */
ELSE IF RACE_NI = 12221 THEN SRRACE1 = 101; /* AMERICAN INDIAN OR ALASKAN NATIVE
ASIAN BLACK */
ELSE IF RACE_NI = 12222 THEN SRRACE1 = 102; /*AMERICAN INDIAN OR ALASKAN NATIVE ASIAN
BLACK HAWAIIAN PACIFIC ISLANDER*/
ELSE IF RACE_NI = 22222 THEN SRRACE1 = 103; /* AMERICAN INDIAN OR ALASKAN NATIVE
ASIAN BLACK HAWAIIAN PACIFIC ISLANDER WHITE */
ELSE IF RACE_NI = 22221 THEN SRRACE1 = 104; /*AMERICAN INDIAN OR ALASKAN NATIVE ASIAN
BLACK WHITE */
ELSE IF RACE_NI = 11222 THEN SRRACE1 = 105; /* AMERICAN INDIAN OR ALASKAN NATIVE
ASIAN HAWAIIAN PACIFIC ISLANDER */
ELSE IF RACE_NI = 21222 THEN SRRACE1 = 106; /* AMERICAN INDIAN OR ALASKAN NATIVE
ASIAN HAWAIIAN PACIFIC ISLANDER WHITE */
ELSE IF RACE_NI = 21221 THEN SRRACE1 = 107; /* AMERICAN INDIAN OR ALASKAN NATIVE
ASIAN WHITE */
ELSE IF RACE_NI = 12211 THEN SRRACE1 = 108; /* AMERICAN INDIAN OR ALASKAN NATIVE
BLACK */
ELSE IF RACE_NI = 12212 THEN SRRACE1 = 109; /* AMERICAN INDIAN OR ALASKAN NATIVE
BLACK HAWAIIAN PACIFIC ISLANDER */
ELSE IF RACE_NI = 22212 THEN SRRACE1 = 110; /* AMERICAN INDIAN OR ALASKAN NATIVE
BLACK HAWAIIAN PACIFIC ISLANDER WHITE */
ELSE IF RACE_NI = 22211 THEN SRRACE1 = 111; /* AMERICAN INDIAN OR ALASKAN NATIVE
BLACK WHITE */
ELSE IF RACE_NI = 11212 THEN SRRACE1 = 112; /* AMERICAN INDIAN OR ALASKAN NATIVE
HAWAIIAN PACIFIC ISLANDER*/
ELSE IF RACE_NI = 21212 THEN SRRACE1 = 113; /*AMERICAN INDIAN OR ALASKAN NATIVE
HAWAIIANPACIFIC ISLANDER WHITE */
ELSE IF RACE_NI = 21211 THEN SRRACE1 = 114; /* AMERICAN INDIAN OR ALASKAN NATIVE
WHITE */
ELSE IF RACE_NI = 12121 THEN SRRACE1 = 115; /* ASIAN BLACK */
ELSE IF RACE_NI = 12122 THEN SRRACE1 = 116; /* ASIAN BLACK HAWAIIAN PACIFIC ISLANDER
*/
ELSE IF RACE_NI = 22122 THEN SRRACE1 = 117; /* ASIAN BLACK HAWAIIAN PACIFIC ISLANDER
WHITE */
ELSE IF RACE_NI = 22121 THEN SRRACE1 = 118; /* ASIAN BLACK WHITE */
ELSE IF RACE_NI = 11122 THEN SRRACE1 = 119; /* ASIAN HAWAIIAN PACIFIC ISLANDER */
ELSE IF RACE_NI = 21122 THEN SRRACE1 = 120; /*ASIAN HAWAIIAN PACIFIC ISLANDER WHITE
*/
ELSE IF RACE_NI = 21121 THEN SRRACE1 = 121; /* ASIAN WHITE */
ELSE IF RACE_NI = 12112 THEN SRRACE1 = 122; /*BLACK HAWAIIAN PACIFIC ISLANDER */
ELSE IF RACE_NI = 22112 THEN SRRACE1 = 123; /* BLACK HAWAIIAN PACIFIC ISLANDER WHITE
*/
ELSE IF RACE_NI = 22111 THEN SRRACE1 = 124; /* BLACK WHITE */
ELSE IF RACE_NI = 21112 THEN SRRACE1 = 125; /* HAWAIIAN PACIFIC ISLANDER WHITE */
IF INCWEB = .B THEN SRRACE1= .B;

```



```

/* coding for RACE_IM variable */
RACE_IM=SRRACE1 ; /* RACE_IM IS SELF-REPORT, EXCEPT IMPUTED WHEN SELF-REPORT
MISSING*/
IF RACE_IM NE . THEN RACE_IMF = 1; /*NOT IMPUTED*/
/*Imputing for Missing*/
IF SRRACE1 = . AND 1<=RACE<=125 THEN DO;
    RACE_IM = RACE; /* IF RACE=999 THEN RACE_IM = .*/
    RACE_IMF = 2; /*IMPUTED*/
END;
If INCWEB = .B THEN RACE_IM = .B;
IF INCWEB = .B THEN RACE_IMF = .B;

/* coding for XRETH7 variable */
IF HISP_IM = 2 THEN XRETH7 = 5; /*HISPANIC */
ELSE IF RACE_IM = 1 THEN XRETH7 = 1; /*NON-HISPANIC NATIVE AMERICAN OR ALASKAN
NATIVE*/
ELSE IF RACE_IM = 2 THEN XRETH7 = 2; /*NON-HISPANIC ASIAN*/
ELSE IF RACE_IM = 3 THEN XRETH7 = 3; /*NON-HISPANIC BLACK*/
ELSE IF RACE_IM = 5 THEN XRETH7 = 4; /*NON-HISPANIC WHITE*/
ELSE IF RACE_IM = 4 THEN XRETH7 = 7; /*HAWAIIAN PACIFIC ISLANDER*/
ELSE IF SUM (OF SRRACEA SRRACEB SRRACEC SRRACED SRRACEE) GT 6 THEN XRETH7 = 6; /*MORE
THAN ONE RACE MARKED */
ELSE IF RACE_IM IN (100 101 102 103 104 105 106 107 108 109 110 111
112 113 114 115 116 117 118 119 120 121 122 123 124 125) THEN XRETH7 = 6; /*MORE THAN
ONE RACE, IMPUTED */
IF INCWEB = .B THEN XRETH7 = .B;

/* coding for XRETH2 variable */
IF XRETH7 IN (1,2,3,5,6,7) THEN XRETH2 = 2; /*TOTAL MINORITY*/
ELSE IF XRETH7 = 4 THEN XRETH2 = 1; /*NON-HISPANIC WHITE*/
IF INCWEB = .B THEN XRETH2 = .B;

/* coding for XRETH6 variable */
IF XRETH7 = 4 THEN XRETH6 = 1; /*NON-HISPANIC WHITE*/
ELSE IF XRETH7 = 3 THEN XRETH6 = 2; /*NON-HISPANIC BLACK*/
ELSE IF XRETH7 = 5 THEN XRETH6 = 3; /*HISPANIC*/
ELSE IF XRETH7 = 2 THEN XRETH6 = 4; /*NON-HISPANIC ASIAN*/
ELSE IF XRETH7 = 1 THEN XRETH6 = 5; /*NON-HISPANIC NATIVE AMERICAN OR ALASKAN
NATIVE*/
ELSE IF XRETH7 = 6 THEN XRETH6 = 6; /*MORE THAN ONE RACE*/
IF INCWEB = .B THEN XRETH6 = .B;

/* coding for XSVRET7 variable */
XSVRET7=.;
XSVRET7=(XRETH7*10)+XSVC;
IF INCWEB = .B THEN XSVRET7 = .B;

/* coding for XDODRET7 variable */
xdodret7=.;
XDODRET7=(XRETH7*10)+XDOD;
IF INCWEB = .B THEN XDODRET7 = .B;

```

```
/* coding for XPY2RET7 variable */
xpy2ret7=.;
XPY2RET7=(XRETH7*10)+XPAY2;
IF INCWEB = .B THEN XPY2RET7 = .B;
```

```
/* coding for XPY5RET7 variable */
xpy5ret7=.;
XPY5RET7=(XRETH7*10)+XPAY5;
IF INCWEB = .B THEN xpy5ret7 = .B;
```

```
/* coding for XSEXRET7 variable */
XSEXRET7=.;
XSEXRET7=(XRETH7*10)+XSEX;
IF INCWEB = .B THEN XSEXRET7 = .B;
```

```
/* coding for XSVRET2 variable */
XSVRET2=.;
XSVRET2=(XRETH2*10)+XSVC;
IF INCWEB = .B THEN XSVRET2 = .B;
```

```
/* coding for XDODRET2 variable */
XDODRET2=.;
XDODRET2=(XRETH2*10)+XDOD;
IF INCWEB = .B THEN XDODRET2 = .B;
```

```
/* coding for XPY2RET2 variable */
XPY2RET2=.;
XPY2RET2=(XRETH2*10)+XPAY2;
IF INCWEB = .B THEN XPY2RET2 = .B;
```

```
/* coding for XPY5RET2 variable */
XPY5RET2=.;
XPY5RET2=(XRETH2*10)+XPAY5;
IF INCWEB = .B THEN XPY5RET2 = .B;
```

```

/* coding for XRETH6PI variable */
XRETH6PI = XRETH7;
IF XRETH7 = 1 THEN XRETH6PI = 1; /*NON-HISPANIC NATIVE AMERICAN OR ALASKAN NATIVE*/
ELSE IF XRETH7 = 3 THEN XRETH6PI = 3; /*NON-HISPANIC BLACK*/
ELSE IF XRETH7 = 4 THEN XRETH6PI = 4; /*NON-HISPANIC WHITE*/
ELSE IF XRETH7 = 5 THEN XRETH6PI = 5; /*HISPANIC */
ELSE IF XRETH7 IN (2 7) THEN XRETH6PI = 2; /*NON-HISPANIC ASIAN/HAWAIIAN PACIFIC
ISLANDER*/
ELSE IF RACE_IM = 119 THEN XRETH6PI = 2; /*NON-HISPANIC ASIAN/HAWAIIAN PACIFIC
ISLANDER*/
ELSE IF RACE_IM IN (100 101 102 103 104105 106 107 108 109 110 111
112 113 114 115 116 117 118 120 121 122 123 124 125) THEN XRETH6PI = 6; /*MORE THAN
ONE RACE, IMPUTED */
ELSE IF SUM (OF SRRACEA SRRACEB SRRACEC SRRACED) GT 5 THEN XRETH6PI = 6; /*MORE THAN
ONE RACE MARKED */
ELSE IF SUM (OF SRRACEA SRRACEB SRRACEC SRRACEE) GT 5 THEN XRETH6PI = 6; /*MORE THAN
ONE RACE MARKED */
IF INCWEB = .B THEN XRETH6PI = .B;

/* coding for XDORT6PI variable */
XDORT6PI=.;
XDORT6PI=(XRETH6PI*10)+XDOD;
IF INCWEB = .B THEN XDORT6PI = .B;

/* coding for XP2RT6PI variable */
XP2RT6PI=.;
XP2RT6PI=(XRETH6PI*10)+XPAY2;
IF INCWEB = .B THEN XP2RT6PI = .B;

/* coding for XP5RT6PI variable */
XP5RT6PI=.;
XP5RT6PI=(XRETH6PI*10)+XPAY5;
IF INCWEB = .B THEN XP5RT6PI = .B;

/* coding for XSVRT6PI variable */
XSVRT6PI=.;
XSVRT6PI=(XRETH6PI*10)+XSVC;
IF INCWEB = .B THEN XSVRT6PI = .B;

/* coding for XSXRT6PI variable */
XSXRT6PI=.;
XSXRT6PI=(XRETH6PI*10)+XSEX;
IF INCWEB = .B THEN XSXRT6PI= .B;

```

```

/* coding for SRGRADER variable */
SRGRADER = SRGRADE;
IF SRGRADE IN (1 2 3 4) THEN SRGRADER = 1; /*E1-E4*/
ELSE IF SRGRADE IN (5 6 7 8 9) THEN SRGRADER = 2; /*E5-E9*/
ELSE IF SRGRADE IN (11 12 13 14 15) THEN SRGRADER = 3; /*W1-W5*/
ELSE IF SRGRADE IN (21 22 23) THEN SRGRADER = 4; /*O1-O3*/
ELSE IF SRGRADE IN (24 25 26) THEN SRGRADER = 5; /*O4-O6*/
IF INCWEB = .B THEN SRGRADER = .B;

/* coding for SRRACEMB variable */
SRRACEMB = (10000*SRRACEA) + (1000*SRRACEB) + (100*SRRACEC) + (10*SRRACED) +
(1*SRRACEE);
IF INCWEB = .B THEN SRRACEMB = .B;

/* coding for SRRACEM variable */
SRRACEM = SRRACEMB;
IF SRRACEMB IN (11112 11121 11211 12111 21111) THEN SRRACEM = 1; /*MARKED ONE*/
ELSE IF SRRACEA LT 1 THEN SRRACEM = .; /*UNKNOWN*/
ELSE DO SRRACEM = 2; /*MARKED MORE THAN ONE RACE*/
END;
IF INCWEB = .B THEN SRRACEM = .B;

/*Coding for SRRACEAR, SRRACEBR, SRRACECR, SRRACEDR, SRRACEER, SRRACEMR VARIABLES*/
array RECRACE SRRACEAR SRRACEBR SRRACECR SRRACEDR SRRACEER SRRACEMR;
SRRACEAR = SRRACEA;
SRRACEBR = SRRACEB;
SRRACECR = SRRACEC;
SRRACEDR = SRRACED;
SRRACEER = SRRACEE;
SRRACEMR = SRRACEM;

IF N(SRRACEAR, SRRACEBR, SRRACECR, SRRACEDR, SRRACEER, SRRACEMR)>0 THEN DO;
DO OVER RECRACE;
IF RECRACE = . THEN RECRACE = 1; /*NO, IF MISSING*/
ELSE IF RECRACE = .A THEN RECRACE = 1; /*NO, IF MULTIPLE RESPONSE*/
END;
END;
If INCWEB = .B THEN DO;
SRRACEAR = .B;
SRRACEBR = .B;
SRRACECR = .B;
SRRACEDR = .B;
SRRACEER = .B;
SRRACEMR = .B;
END;

/* coding for SRRACEMBS variable */
SRRACMBS = (10000*SRRACEAS) + (1000*SRRACEBS) + (100*SRRACECS) + (10*SRRACEDS) +
(1*SRRACEES);
IF INCWEB = .B THEN SRRACMBS = .B;

```

```

/* coding for SRRACEMS variable */
SRRACEMS = SRRACMBS;
IF SRRACEAS = .N then SRRACEMS = .N; /*NA*/
ELSE IF SRRACMBS IN (11112 11121 11211 12111 21111) THEN SRRACEMS = 1; /*MARKED ONE*/
ELSE IF SRRACEAS LT 1 THEN SRRACEMS = .; /*UNKNOWN*/
ELSE DO SRRACEMS = 2; /*MARKED MORE THAN ONE RACE*/
END;
IF INCWEB = .B THEN SRRACEMS= .B;

/* coding for SRRACASR variable */
/*Coding for SRRACASR, SRRACBSR, SRRACCSR, SRRACDSR, SRRACESR, SRRACMSR VARIABLES*/
array NIRVANA SRRACASR SRRACBSR SRRACCSR SRRACDSR SRRACESR SRRACMSR;
SRRACASR = SRRACEAS;
SRRACBSR = SRRACEBS;
SRRACCSR = SRRACECS;
SRRACDSR = SRRACEDS;
SRRACESR = SRRACEES;
SRRACMSR = SRRACEMS;
IF N(SRRACASR, SRRACBSR, SRRACCSR, SRRACDSR, SRRACESR, SRRACMSR)>0 THEN DO;
  DO OVER NIRVANA;
    IF NIRVANA = . THEN NIRVANA = 1; /*NO, IF MISSING*/
    ELSE IF NIRVANA = .A then NIRVANA = 1; /*NO, IF MULTIPLE RESPONSE*/
  END;
END;
IF INCWEB = .B THEN DO;
  SRRACASR = .B;
  SRRACBSR = .B;
  SRRACCSR = .B;
  SRRACDSR = .B;
  SRRACESR = .B;
  SRRACMSR = .B;
END;

/* coding for SRMRSTR2 variable */
SRMRSTR2 = SRMARST;
IF SRMARST IN (3 4 5) THEN SRMRSTR2 = 1; /*NOT MARRIED*/
ELSE IF SRMARST IN (1 2) THEN SRMRSTR2 = 2; /*MARRIED*/
IF INCWEB = .B THEN SRMRSTR2 = .B;

/* coding for EA010R variable */
eA010r= EA010;
if srmarst in (1 2) and ea010 = 60 then ea010r = .;
else if EA010 = 60 then eA010r = 1;
else if EA010 = 1 then eA010r = 2;
else if EA010 = 2 then eA010r = 3;
else if EA010 = 3 then eA010r = 4;
else if EA010 = 4 then eA010r = 5;
If INCWEB = .b then eA010r =.b;

/* coding for EA010R2 variable */
eA010r2= EA010;
if srmarst in (1 2) and ea010 = 60 then ea010r2 = .;
else if EA010 = 60 then eA010r2 = .;
if incweb = .b then eA010r2 = .b;

```

```

/* coding for EA014R2 variable */
Array Old1415 {16} EA014 EA015 EA096A EA096B EA096C EA096D EA096E EA096F EA096G
EA099A EA099B EA099C EA099D EA099E EA099F EA099G;
Array New1415 {16} EA014R2 EA015R2 EA096AR2 EA096BR2 EA096CR2 EA096DR2 EA096ER2
EA096FR2 EA096GR2 EA099AR2 EA099BR2 EA099CR2

EA099DR2 EA099ER2 EA099FR2 EA099GR2;

Do J = 1 to 16;
  If Old1415{J}=1 then New1415{J}=1; /**COLLAPSED MUCH WORSE, SOMEWHAT WORSE**/
  else if Old1415{J}=2 then New1415{J}=1; /**COLLAPSED MUCH WORSE, SOMEWHAT WORSE**/
  else if Old1415{J}=3 then New1415{J}=2; /**NEITHER BETTER NOR WORSE**/
  else if Old1415{J}=4 then New1415{J}=3; /**COLLAPSED SOMEWHAT BETTER, MUCH
BETTER**/
  else if Old1415{J}=5 then New1415{J}=3; /**COLLAPSED SOMEWHAT BETTER, MUCH
BETTER**/
  else New1415{J}=Old1415{J};

end;
Drop J;
If INCWEB = .B THEN DO;
  EA014R2 = .B;
  EA015R2 = .B;
  EA096AR2 = .B;
  EA096BR2 = .B;
  EA096CR2 = .B;
  EA096DR2 = .B;
  EA096ER2 = .B;
  EA096FR2 = .B;
  EA096GR2 = .B;
  EA099AR2 = .B;
  EA099BR2 = .B;
  EA099CR2 = .B;
  EA099DR2 = .B;
  EA099ER2 = .B;
  EA099FR2 = .B;
  EA099GR2 = .B;
END;

/* coding for EA016R2 variable */
EA016R2 = EA016;
IF EA016 IN (5,4) THEN EA016R2 = 3; /*COLLAPSED VERY LIKELY, LIKELY*/
ELSE IF EA016 = 3 THEN EA016R2 = 2; /*NEITHER LIKELY NOR UNLIKELY*/
ELSE IF EA016 IN (1,2) THEN EA016R2 = 1; /*COLLAPSED UNLIKELY, VERY UNLIKELY*/
IF INCWEB = .B THEN EA016R2 = .B;

/* coding for EA017R variable */
EA017R = EA017;
IF EA017 = 6 THEN EA017R = .N; /*NOT APPLICABLE*/
IF INCWEB = .B THEN EA017R = .B;

```

```

/* coding for EA017R2 variable */
EA017R2 = EA017R;
IF EA017R IN (4,5) THEN EA017R2 = 3;
ELSE IF EA017R = 3 THEN EA017R2 = 2;
ELSE IF EA017R IN (1,2) THEN EA017R2 = 1;
If INCWEB = .B THEN EA017R2 = .B;

/* coding for EA018R2 variable */
/* coding for EA017R2 EA018R2 variables */
Array Old1718 {1} EA018;
Array New1718 {1} EA018R2;

Do K = 1 to 1;
  If Old1718{K}=5 then New1718{k}=3; /**COLLAPSED STRONGLY FAVORS STAYING, SOMEWHAT
FAVORS STAYING**/
  else if Old1718{K}=4 then New1718{k}=3; /**COLLAPSED STRONGLY FAVORS STAYING,
SOMEWHAT FAVORS STAYING**/
  else if Old1718{K}=3 then New1718{k}=2; /**HAS NO OPINION ONE WAY OR THE OTHER**/
  else if Old1718{K}=2 then New1718{k}=1; /**COLLAPSED SOMEWHAT FAVORS LEAVING,
STRONGLY
FAVORS LEAVING**/
  else if Old1718{K}=1 then New1718{k}=1; /**COLLAPSED SOMEWHAT FAVORS LEAVING,
STRONGLY FAVORS LEAVING**/
  else new1718{K}=Old1718{K};
end;
Drop K;
If INCWEB = .B THEN DO;
  EA018R2 = .B;
END;

/* coding for EA019R variable */
EA019R = EA019;
IF 0<= EA019 < 3 THEN EA019R = 1; /*LESS THAN 3 YEARS*/
ELSE IF 3<= EA019 < 6 THEN EA019R = 2; /*3 YEARS TO LESS THAN 6 YEARS*/
ELSE IF 6<= EA019 < 10 THEN EA019R = 3; /*6 YEARS TO LESS THAN 10 YEARS*/
ELSE IF 10<= EA019 THEN EA019R = 4; /*10 OR MORE YEARS*/
If INCWEB = .B THEN EA019R = .B;

```

```

/* coding for EA022AR variable */
array HOLE EA022AR EA022BR EA022CR EA022DR EA022ER EA022FR;
EA022AR = EA022A;
EA022BR = EA022B;
EA022CR = EA022C;
EA022DR = EA022D;
EA022ER = EA022E;
EA022FR = EA022F;

IF N(EA022AR, EA022BR, EA022CR, EA022DR,
EA022ER, EA022FR)>0 THEN DO;
  DO OVER HOLE;
    IF HOLE = . THEN HOLE = 1; /*NO, IF MISSING*/
    ELSE IF HOLE = .A THEN HOLE = 1; /*NO, IF MULTIPLE RESPONSE*/
  END;
END;

If INCWEB = .B THEN DO;
  EA022AR = .B;
  EA022BR = .B;
  EA022CR = .B;
  EA022DR = .B;
  EA022ER = .B;
  EA022FR = .B;
END;

/* coding for EA024R2 EA069AR2 EA069BR2 EA069CR2 EA069DR2 EA069ER2 EA069FR2 EA069GR2
EA073R2 variables */
Array Old2473 {9} EA024      EA069A      EA069B      EA069C      EA069D
                  EA069E      EA069F      EA069G      EA073;
Array New2473 {9} EA024R2    EA069AR2    EA069BR2    EA069CR2    EA069DR2
                  EA069ER2    EA069FR2    EA069GR2    EA073R2;

Do L = 1 to 9;
  If Old2473{L}=5 then New2473{L}=3; /**COLLAPSED VERY SATISFIED, SATISFIED**/
  else if Old2473{L}=4 then New2473{L}=3; /**COLLAPSED VERY SATISFIED, SATISFIED**/
  else if Old2473{L}=3 then New2473{L}=2; /**NEITHER SATISFIED NOR DISSATISFIED**/
  else if Old2473{L}=2 then New2473{L}=1; /**COLLAPSED DISSATISFIED, VERY
DISSATISFIED**/
  else if Old2473{L}=1 then New2473{L}=1; /**COLLAPSED DISSATISFIED, VERY
DISSATISFIED**/

  else new2473{L}=Old2473{L};
  end;
Drop L;
If INCWEB = .B THEN DO;
  EA024R2 = .B;
  EA069AR2 = .B;
  EA069BR2 = .B;
  EA069CR2 = .B;
  EA069DR2 = .B;
  EA069ER2 = .B;
  EA069FR2 = .B;
  EA069GR2 = .B;
  EA073R2 = .B;
END;

```



```

/* coding for EA025AR2 variable */
Array Old2589 {64} EA025A EA025B EA025C EA025D EA025E EA025F EA025G EA025H EA025I
EA025J EA025K EA025L EA025M EA025N EA025O EA025P EA025Q EA035A EA035B EA035C EA035D
EA035E EA035F EA037A EA037B EA037C EA037D EA037E EA037F EA038A EA038B EA038C EA038D
EA038E EA038F EA038G EA038H EA038I
EA038J EA038K EA038L EA038M EA038N EA038O EA038P EA039A EA039B EA039C EA039D EA039E
EA042A EA042B EA042C EA042D EA089A EA089B EA089C EA089D EA089E EA089F EA089G EA089H
EA089I EA089J;
Array New2589 {64} EA025AR2 EA025BR2 EA025CR2 EA025DR2 EA025ER2 EA025FR2 EA025GR2
EA025HR2 EA025IR2 EA025JR2 EA025KR2 EA025LR2 EA025MR2 EA025NR2 EA025OR2 EA025PR2
EA025QR2 EA035AR2 EA035BR2 EA035CR2 EA035DR2 EA035ER2 EA035FR2 EA037AR2 EA037BR2
EA037CR2 EA037DR2 EA037ER2 EA037FR2 EA038AR2 EA038BR2 EA038CR2 EA038DR2 EA038ER2
EA038FR2 EA038GR2 EA038HR2 EA038IR2
EA038JR2 EA038KR2 EA038LR2 EA038MR2 EA038NR2 EA038OR2 EA038PR2 EA039AR2 EA039BR2
EA039CR2 EA039DR2 EA039ER2 EA042AR2 EA042BR2 EA042CR2 EA042DR2 EA089AR2 EA089BR2
EA089CR2 EA089DR2 EA089ER2 EA089FR2 EA089GR2 EA089HR2 EA089IR2 EA089JR2;

Do M = 1 to 64;
  If Old2589{M}=5 then New2589{M}=3; /**COLLAPSED STRONGLY AGREE, AGREE**/
  else if Old2589{M}=4 then New2589{M}=3; /**COLLAPSED STRONGLY AGREE, AGREE**/

else if Old2589{M}=3 then New2589{M}=2; /**NEITHER AGREE NOR DISAGREE**/
  else if Old2589{M}=2 then New2589{M}=1; /**COLLAPSED DISAGREE, STRONGLY DISAGREE**/
  else if Old2589{M}=1 then New2589{M}=1; /**COLLAPSED DISAGREE, STRONGLY DISAGREE**/

else new2589{M}=Old2589{M};
end;
Drop M;
If INCWEB = .B THEN DO;
EA025AR2 = .B;
EA025BR2 = .B;
EA025CR2 = .B;
EA025DR2 = .B;
EA025ER2 = .B;
EA025FR2 = .B;
EA025GR2 = .B;
EA025HR2 = .B;
EA025IR2 = .B;
EA025JR2 = .B;
EA025KR2 = .B;
EA025LR2 = .B;
EA025MR2 = .B;
EA025NR2 = .B;
EA025OR2 = .B;
EA025PR2 = .B;
EA025QR2 = .B;
EA035AR2 = .B;
EA035BR2 = .B;
EA035CR2 = .B;
EA035DR2 = .B;
EA035ER2 = .B;
EA035FR2 = .B;
EA037AR2 = .B;
EA037BR2 = .B;
EA037CR2 = .B;
EA037DR2 = .B;

```

```

EA037ER2 = .B;
EA037FR2 = .B;
EA038AR2 = .B;
EA038BR2 = .B;
EA038CR2 = .B;
EA038DR2 = .B;
EA038ER2 = .B;
EA038FR2 = .B;
EA038GR2 = .B;
EA038HR2 = .B;
EA038IR2 = .B;
EA038JR2 = .B;
EA038KR2 = .B;
EA038LR2 = .B;
EA038MR2 = .B;
EA038NR2 = .B;
EA038OR2 = .B;
EA038PR2 = .B;
EA039AR2 = .B;
EA039BR2 = .B;
EA039CR2 = .B;
EA039DR2 = .B;
EA039ER2 = .B;
EA042AR2 = .B;
EA042BR2 = .B;
EA042CR2 = .B;
EA042DR2 = .B;
EA089AR2 = .B;
EA089BR2 = .B;
EA089CR2 = .B;
EA089DR2 = .B;
EA089ER2 = .B;
EA089FR2 = .B;
EA089GR2 = .B;
EA089HR2 = .B;
EA089IR2 = .B;
EA089JR2 = .B;
END;

```

```

/* coding for AFFCOM variable */
AFFCOM = (EA025A IN (1 2 3 4 5)) + (EA025B IN (1 2 3 4 5)) + (EA025E IN (1 2 3 4 5))
+ (EA025H IN (1 2 3 4 5)) + (EA025J IN (1 2 3 4 5)) +
(EA025M IN (1 2 3 4 5));
If INCWEB = .B THEN AFFCOM = .B;

```

```

/* coding for COMMITA variable */
If AFFCOM/6 > .5 THEN COMMITA = MEAN (EA025A, EA025B, EA025E, EA025H, EA025J,
EA025M);
If INCWEB = .B THEN COMMITA = .B;

```

```

/* coding for CONCOM variable */
CONCOM = (EA025C IN (1 2 3 4 5)) + (EA025F IN (1 2 3 4 5)) + (EA025I IN (1 2 3 4 5))
+ (EA025L IN (1 2 3 4 5)) + (EA025N IN (1 2 3 4 5));
If INCWEB = .B THEN CONCOM = .B;

/* coding for COMMITC variable */
If CONCOM/5 > .5 THEN COMMITC = MEAN (EA025C, EA025F, EA025I, EA025L, EA025N);
If INCWEB = .B THEN COMMITC = .B;

/* coding for NONCOM variable */
NONCOM = (EA025D IN (1 2 3 4 5)) + (EA025G IN (1 2 3 4 5)) + (EA025K IN (1 2 3 4 5));
If INCWEB = .B THEN NONCOM = .B;

/* coding for COMMITN variable */
If NONCOM/3 > .5 THEN COMMITN = MEAN (EA025D, EA025G, EA025K );
If INCWEB = .B THEN COMMITN = .B;

/* coding for DEPLYDYR variable */
DEPLYDYR = DEPLYDY;
If 0<=      DEPLYDY <= 0      THEN DEPLYDYR = 1; /*0 NIGHTS*/
ELSE IF 1<=  DEPLYDY <=29    THEN DEPLYDYR = 2; /*1-29 NIGHTS*/
ELSE IF 30<= DEPLYDY <= 89   THEN DEPLYDYR = 3; /*30-89 NIGHTS*/
else IF 90<= DEPLYDY <= 179  THEN DEPLYDYR = 4; /*90-179 NIGHTS*/
ELSE IF 180<= DEPLYDY <= 269 THEN DEPLYDYR = 5; /*180-269 NIGHTS*/
ELSE IF 270<= DEPLYDY THEN DEPLYDYR = 6; /*270-365 NIGHTS*/
If INCWEB = .B THEN DEPLYDYR = .B;

/* coding for DPLYDYRA variable */
DPLYDYRA = DEPLYDY;
If 365<= DEPLYDY < 891 THEN DPLYDYRA = 365; /*365+*/
If INCWEB = .B then DPLYDYRA = .B;

/* coding for EA029AR variable */
/*CODING FOR EA029AR VARIABLE*/
array BUFFY EA029AR EA029BR EA029CR EA029DR;
EA029AR = EA029A;
EA029BR = EA029B;
EA029CR = EA029C;
EA029DR = EA029D;

```

```

IF N(EA029AR, EA029BR, EA029CR, EA029DR)>0 THEN DO;
  DO OVER BUFFY;
  IF buffy = . THEN BUFFY = 1; /*NO, IF MISSING*/
  ELSE IF buffy = .A THEN BUFFY = 1; /*NO, IF MULTIPLE RESPONSE*/
END;
END;
If INCWEB = .B THEN DO;
EA029AR = .B;
EA029BR = .B;
EA029CR = .B;
EA029DR = .B;
END;

/* coding for EA031R variable */
EA031R = EA031;
IF EA031 = 0 THEN EA031R = .;
ELSE IF 1<= EA031 <= 90 THEN EA031R = 1; /*1-90 DAYS*/
ELSE IF 91<= EA031 <=180 THEN EA031R = 2; /*91-180 DAYS*/
ELSE IF 181<= EA031 <= 270 THEN EA031R = 3; /*181-270 DAYS*/
ELSE IF 271<= EA031 <= 365 then EA031R = 4; /*271-365 DAYS*/
ELSE IF 365< EA031 THEN EA031R = 5; /*MORE THAN 365 DAYS*/
If INCWEB = .B THEN EA031R = .B;

/* coding for EA034M variable */
EA034M = (10000*EA034A) + (1000*EA034B) + (100*EA034C) + (10*EA034D)+ (1*EA034E);
If INCWEB = .B THEN EA034M = .B;

/* coding for EA034MR2 variable */
EA034MR2 = EA034M;
IF EA034M IN (11112 11121 11211 12111 21111) THEN EA034MR2 = 1; /*MARKED ONE*/
ELSE IF EA034A LT 1 THEN EA034MR2 = .; /*UNKNOWN*/
ELSE DO EA034MR2 = 2; /*MARKED MORE THAN ONE RACE*/
END;
If INCWEB = .B THEN EA034MR2 = .B;

```

```

/* coding for EA034AR variable */
array SOUTHPARK EA034AR EA034BR EA034CR EA034DR EA034ER EA034FR EA034MR;
EA034AR = EA034A;
EA034BR = EA034B;
EA034CR = EA034C;
EA034DR = EA034D;
EA034ER = EA034E;
EA034FR = EA034F;
EA034MR = EA034MR2;
IF N(EA034AR, EA034BR, EA034CR, EA034DR, EA034ER, EA034FR, EA034MR)>0 THEN DO;
  DO OVER SOUTHPARK;
    IF SOUTHPARK = . THEN SOUTHPARK= 1; /*NO, IF MISSING*/
      ELSE IF SOUTHPARK = .A THEN SOUTHPARK = 1; /*NO, IF MULTIPLE RESPONSE*/
  END;
END;

If INCWEB = .B THEN DO;
EA034AR = .B;
EA034BR = .B;
EA034CR = .B;
EA034DR = .B;
EA034ER = .B;
EA034FR = .B;
EA034MR = .B;
END;

/* coding for SUPSCALE variable */
SUPSCALE = (EA035A IN (1 2 3 4 5)) + (EA035B IN (1 2 3 4 5)) + (EA035C IN (1 2 3 4
5)) + (EA035D IN (1 2 3 4 5)) + (EA035E IN (1 2 3 4 5)) +
(EA035F IN (1 2 3 4 5));
If INCWEB = .B THEN SUPSCALE = .B;

/* coding for SUPSAT variable */
IF SUPSCALE/6 > .5 THEN SUPSAT = MEAN (EA035A, EA035B, EA035C, EA035D, EA035E,
EA035F);
If INCWEB = .B THEN SUPSAT = .B;

/* coding for EA036R2 variable */
EA036R2 = EA036;
IF EA036 IN (1 2) THEN EA036R2 = 2; /*YES*/
ELSE IF EA036 IN (3 4) THEN EA036R2 = 1; /*NO*/
ELSE IF EA036 = 5 THEN EA036R2 = 3; /*NOT SURE*/
If INCWEB = .B THEN EA036R2 = .B;

/* coding for EA036RA variable */
EA036RA = EA036;
IF EA036 IN (1 2) THEN EA036RA = 2; /*YES*/
ELSE IF EA036 IN (3 4 5) THEN EA036RA = 1; /*NO*/
If INCWEB = .B THEN EA036RA = .B;

```

```

/* coding for CSATSCALE variable */
CSATSCALE = (EA037A IN (1 2 3 4 5)) + (EA037B IN (1 2 3 4 5)) + (EA037C IN (1 2 3 4
5)) + (EA037D IN (1 2 3 4 5))+ (EA037E IN (1 2 3 4 5));
If INCWEB = .B THEN CSATSCALE = .B;

/* coding for CWORKSAT variable */
/* coding for CWORKSAT variable */
IF CSATSCALE/5 > .5 THEN CWORKSAT = MEAN (EA037A, EA037B, EA037C, EA037D, EA037E);
If INCWEB = .B THEN CWORKSAT = .B;

/* coding for WSATSCAL variable */
WSATSCAL = (EA039A IN (1 2 3 4 5)) + (EA039B IN (1 2 3 4 5)) + (EA039C IN (1 2 3 4
5)) + (EA039D IN (1 2 3 4 5)) + (EA039E IN (1 2 3 4 5));
If INCWEB = .B THEN WSATSCAL = .B;

/* coding for WORKSAT variable */
IF WSATSCAL/5 > .5 THEN WORKSAT = MEAN (EA039A, EA039B, EA039C, EA039D, EA039E);
If INCWEB = .B THEN WORKSAT = .B;

/* coding for EA040aR2 EA040BR2 variables */
Array Old40 {2} EA040A EA040B;
Array New40 {2} EA040AR2 EA040BR2;

Do O = 1 to 2;
  If Old40{O}=5 then New40{O}=3; /**COLLAPSED VERY WELL PREPARED, WELL PREPARED**/
  else if Old40{O}=4 then New40{O}=3;
  /**COLLAPSED VERY WELL PREPARED, WELL PREPARED**/
  else if Old40{O}=3 then New40{O}=2; /**NEITHER WELL NOR POORLY PREPARED*/
  else if Old40{O}=2 then New40{O}=1; /**COLLAPSED POORLY PREPARED, VERY POORLY
PREPARED**/
  else if Old40{O}=1 then New40{O}=1; /**COLLAPSED POORLY PREPARED, VERY POORLY
PREPARED**/
  else new40{O}=Old40{O};
  end;
Drop O;
If INCWEB = .B THEN DO;
EA040AR2 = .B;
EA040BR2 = .B;
END;

```

```

/* coding for EA041aR2 EA041BR2 variables */
Array Old41 {2} EA041A EA041B;
Array New41 {2} EA041AR2 EA041BR2;

Do P = 1 to 2;
  If Old41{P}=5 then New41{P}=3; /**COLLAPSED VERY HIGH, HIGH**/
  else if Old41{P}=4 then New41{P}=3; /**COLLAPSED VERY HIGH, HIGH**/
  else if Old41{P}=3 then New41{P}=2; /**MODERATE**/
  else if Old41{P}=2 then New41{P}=1; /**COLLAPSED LOW, VERY LOW**/
  else if Old41{P}=1 then New41{P}=1; /**COLLAPSED LOW, VERY LOW**/
  else new41{P}=Old41{P};

end;
Drop P;
If INCWEB = .B THEN DO;
EA041AR2 = .B;
EA041BR2 = .B;
END;

/* coding for UNTCOHSC variable */
UNTCOHSC = (EA042A IN (1 2 3 4 5)) + (EA042B IN (1 2 3 4 5)) + (EA042C IN (1 2 3 4
5)) + (EA042D IN (1 2 3 4 5));
If INCWEB = .B THEN UNTCOHSC = .B;

/* coding for COHESION variable */
IF UNTCOHSC/4 > .5 THEN COHESION = MEAN (EA042A, EA042B, EA042C, EA042D);
If INCWEB = .B THEN COHESION = .B;

```

```

/* coding for EA043AR2 variable */
array OLDEA43 {10} EA043A EA043B EA043C EA043D EA043E EA043F EA043G EA043H EA043I
EA043J;
array NEWEA432 {10} EA043AR2 EA043BR2 EA043CR2 EA043DR2 EA043ER2 EA043FR2 EA043GR2
EA043HR2 EA043IR2 EA043JR2;

Do CA=1 to 10;
NEWEA432{CA}=OLDEA43{CA};
  if
OLDEA43{CA} = 1 then NEWEA432{CA}= 1; /*NEVER*/
  if OLDEA43{CA} = 2 then NEWEA432{CA}= 2; /*ALMOST NEVER/ SOMETIMES*/
  if OLDEA43{CA} = 3 then NEWEA432{CA}= 2; /*ALMOST NEVER/ SOMETIMES*/
  if OLDEA43{CA} = 4 then NEWEA432{CA}= 3; /*FAIRLY OFTEN/ VERY OFTEN*/
  if OLDEA43{CA} = 5 then NEWEA432{CA}= 3; /*FAIRLY OFTEN/ VERY OFTEN*/
end;
DROP CA;
If INCWEB = .B then do;
  EA043AR2 = .B;
  EA043BR2 = .B;
  EA043CR2 = .B;
  EA043DR2 = .B;
  EA043ER2 = .B;
  EA043FR2 = .B;
  EA043GR2 = .B;
  EA043HR2 = .B;
  EA043IR2 = .B;
  EA043JR2 = .B;
END;

/* coding for EA043AR3 variable */
array OLDGR43 {6} EA043A EA043B EA043C EA043F EA043I EA043J;
array NEWGR43 {6} EA043AR3 EA043BR3 EA043CR3 EA043FR3 EA043IR3 EA043JR3;

Do YY=1 to 6;
NEWGR43{YY}=OLDGR43{YY};
  if OLDGR43{YY} = 1 then NEWGR43{YY} = 0;
  if OLDGR43{YY} = 2 then NEWGR43{YY} = 1;
  if OLDGR43{YY} = 3 then NEWGR43{YY} = 2;
  if OLDGR43{YY} = 4 then NEWGR43{YY} = 3;
  if OLDGR43{YY} = 5 then NEWGR43{YY} = 4;
end;
DROP YY;
If INCWEB = .B then do;
  EA043AR3 = .B;
  EA043BR3 = .B;
  EA043CR3 = .B;
  EA043FR3 = .B;
  EA043IR3 = .B;
  EA043JR3 = .B;
END;

```



```

/* coding for EA043DR3 variable */
array OLDGR43DH{4} EA043D EA043E EA043G EA043H;
array NEWGR43DH{4} EA043DR3 EA043ER3 EA043GR3 EA043HR3;
Do ZX=1 to 4;
  NEWGR43DH{ZX}=OLDGR43DH{ZX};
  if OLDGR43DH{ZX} = 1 then NEWGR43DH{ZX} = 4; /*Never*/
  if OLDGR43DH{ZX} = 2 then NEWGR43DH{ZX} = 3;
  if OLDGR43DH{ZX} = 3 then NEWGR43DH{ZX} = 2;
  if OLDGR43DH{ZX} = 4 then NEWGR43DH{ZX} = 1;
  if OLDGR43DH{ZX} = 5 then NEWGR43DH{ZX} = 0; /*Very Often*/
end;
DROP ZX;
If INCWEB = .B then do;
  EA043DR3 = .B;
  EA043ER3 = .B;
  EA043GR3 = .B;
  EA043HR3 = .B;
end;

/* coding for STRESS variable */
STRESS = (EA043AR3) + (EA043BR3) + (EA043CR3) + (EA043DR3) + (EA043ER3) + (EA043FR3) +
(EA043GR3) + (EA043HR3) + (EA043IR3) + (EA043JR3);
IF EA043AR3 = . AND EA043BR3 = . AND EA043CR3 = . AND EA043DR3 = . AND EA043ER3 = .
AND EA043FR3 = . AND EA043GR3 = . AND EA043HR3 = . AND
EA043IR3 = . AND EA043JR3 = . THEN STRESS = .;
ELSE IF EA043AR3 = .A AND EA043BR3 = .A AND EA043CR3 = .A AND EA043DR3 = .A AND
EA043ER3 = .A AND EA043FR3 = .A AND EA043GR3 = .A AND EA043HR3 = .A AND EA043IR3 = .A
AND EA043JR3 = .A THEN STRESS = .A;
If INCWEB = .B THEN STRESS = .B;

/* coding for STRESS2 variable */
IF stress/10 > .5 THEN stress2 = MEAN(EA043AR3, EA043BR3, EA043CR3, EA043DR3,
EA043ER3, EA043FR3, EA043GR3,
EA043HR3, EA043IR3, EA043JR3);
If INCWEB = .B THEN stress2 = .B;

/* coding for EA044BR variable */
IF EA044B = 1 THEN EA044BR = 4; /*DEFINITELY FALSE*/
else IF EA044B = 2 THEN EA044BR = 3; /*MOSTLY FALSE*/
else IF EA044B = 3 THEN EA044BR = 2; /*MOSTLY TRUE*/
else IF EA044B = 4 THEN EA044BR = 1; /*DEFINITELY TRUE*/
ELSE EA044BR = EA044B;
If INCWEB = .B THEN EA044BR = .B;

/* coding for EA044CR variable */
IF EA044C = 1 THEN EA044CR = 4; /*DEFINITELY FALSE*/
else IF EA044C = 2 THEN EA044CR = 3; /*MOSTLY FALSE*/
else IF EA044C = 3 THEN EA044CR = 2; /*MOSTLY TRUE*/
else IF EA044C = 4 THEN EA044CR = 1; /*DEFINITELY TRUE*/
ELSE EA044CR = EA044C;
If INCWEB = .B THEN EA044CR = .B;

```

```

/* coding for GEN_HEAL variable */
GEN_HEAL = (EA044A IN (1 2 3 4)) + (EA044BR IN (1 2 3 4)) + (EA044CR IN (1 2 3 4)) +
(EA044D IN (1 2 3 4));
If INCWEB = .B THEN GEN_HEAL = .B;

/* coding for GENHEAL variable */
IF GEN_HEAL/4 > .5 THEN GENHEAL = MEAN(EA044A, EA044BR, EA044CR, EA044D);
If INCWEB = .B THEN GENHEAL = .B;

/* coding for EA047AR2 variable */
Array Old47R {26} EA047A EA047B EA047C EA047D EA047E EA047F EA047G
EA047H EA047I EA047J EA047K EA047L EA047M EA047N
EA047O EA047P EA047Q EA047R EA047S EA047T EA047U
EA047V EA047W EA047X EA047Y EA047Z;
Array New47R {26} EA047AR2 EA047BR2 EA047CR2 EA047DR2 EA047ER2 EA047FR2 EA047GR2
EA047HR2 EA047IR2 EA047JR2 EA047KR2 EA047LR2 EA047MR2 EA047NR2
EA047OR2 EA047PR2 EA047QR2 EA047RR2 EA047SR2 EA047TR2 EA047UR2
EA047VR2 EA047WR2 EA047XR2 EA047YR2 EA047ZR2;

Do Q = 1 to 26;
  If Old47R{Q}=1 then New47R{Q}=2; /**COLLAPSED YES**/
  else if Old47R{Q}=2 then New47R{Q}=2; /**COLLAPSED YES**/
  else if Old47R{Q}=3 then New47R{Q}=1; /**NO, OR DOES NOT APPLY**/
  else new47R{Q}=Old47R{Q};
  end;
Drop Q;
If INCWEB = .B THEN DO;
EA047AR2 = .B;
EA047BR2 = .B;
EA047CR2 = .B;
EA047DR2 = .B;
EA047ER2 = .B;
EA047FR2 = .B;
EA047GR2 = .B;
EA047HR2 = .B;
EA047IR2 = .B;
EA047JR2 = .B;
EA047KR2 = .B;
EA047LR2 = .B;
EA047MR2 = .B;
EA047NR2 = .B;
EA047OR2 = .B;
EA047PR2 = .B;
EA047QR2 = .B;
EA047RR2 = .B;
EA047SR2 = .B;
EA047TR2 = .B;
EA047UR2 = .B;
EA047VR2 = .B;
EA047WR2 = .B;
EA047XR2 = .B;
EA047YR2 = .B;
EA047ZR2 = .B;
END;

```

```

/* coding for INCIDENT variable */
INCIDENT = 1;
IF EA045A = 2 OR EA045A = 3 OR EA045A = 4 OR EA045B = 2 OR EA045B = 3 OR EA045B = 4
OR EA045C = 2 OR EA045C = 3 OR EA045C = 4 OR EA045D = 2 OR EA045D = 3 OR EA045D = 4
OR EA045E = 2 OR EA045E = 3 OR EA045E = 4 OR EA045F = 2 OR EA045F = 3 OR EA045F = 4
OR EA045G = 2 OR EA045G = 3 OR EA045G = 4 OR EA045H = 2 OR EA045H = 3 OR EA045H = 4
OR EA045I = 2 OR EA045I = 3 OR EA045I = 4 OR EA045J = 2 OR EA045J = 3 OR EA045J = 4
OR EA045K = 2 OR EA045K = 3 OR EA045K = 4 OR EA045L = 2 OR EA045L = 3 OR EA045L = 4
OR EA045M = 2 OR EA045M = 3 OR EA045M = 4 OR EA045N = 2 OR EA045N = 3 OR EA045N = 4
OR EA045O = 2 OR EA045O = 3 OR EA045O = 4 OR EA046A = 2 OR EA046A = 3 OR EA046A = 4
OR EA046B = 2 OR EA046B = 3 OR EA046B = 4 OR EA046C = 2 OR EA046C = 3 OR EA046C = 4
OR
EA046D = 2 OR EA046D = 3 OR EA046D = 4 OR EA046E = 2 OR EA046E = 3 OR EA046E = 4 OR
EA046F = 2 OR EA046F = 3 OR EA046F = 4 OR EA046G = 2 OR EA046G = 3 OR EA046G = 4 OR
EA046H = 2 OR EA046H = 3 OR EA046H = 4 OR EA046I = 2
OR EA046I = 3 OR EA046I = 4 OR EA046J = 2 OR EA046J = 3 OR EA046J = 4 OR EA046K = 2
OR EA046K = 3 OR EA046K = 4 OR EA046L = 2 OR EA046L = 3 OR EA046L = 4 OR EA046M = 2
OR EA046M = 3 OR EA046M = 4 OR EA046N = 2 OR EA046N = 3 OR EA046N = 4 OR EA046O = 2
OR EA046O = 3 OR EA046O = 4 OR EA047A = 1 OR EA047B = 1 OR EA047C = 1 OR EA047D = 1
OR EA047E = 1 OR EA047F = 1 OR EA047G = 1 OR EA047H = 1 OR EA047I = 1 OR EA047J = 1
OR EA047K = 1 OR EA047L = 1 OR
EA047M = 1 OR EA047N = 1 OR EA047O = 1 OR EA047P = 1 OR EA047Q = 1 OR EA047R = 1 OR
EA047S = 1 OR EA047T = 1 OR EA047U = 1 OR EA047V = 1 OR EA047W = 1 OR EA047X = 1 OR
EA047Y = 1 OR EA047Z = 1 OR EA048 = 2 then INCIDENT = 2; /*YES*/
ELSE IF (EA045A = 2 OR EA045A = 3 OR EA045A = 4 OR EA045B = 2 OR EA045B = 3 OR EA045B
= 4 OR EA045C = 2 OR EA045C = 3 OR EA045C = 4 OR EA045D = 2 OR EA045D = 3 OR EA045D
= 4 OR EA045E = 2 OR EA045E = 3 OR EA045E = 4 OR EA045F = 2 OR EA045F = 3 OR EA045F
= 4 OR EA045G = 2 OR EA045G = 3 OR EA045G = 4 OR EA045H = 2 OR EA045H = 3 OR EA045H =
4 OR EA045I = 2 OR EA045I = 3 OR EA045I = 4 OR EA045J = 2 OR EA045J = 3 OR EA045J = 4
OR EA045K = 2 OR EA045K = 3 OR EA045K = 4 OR EA045L = 2 OR EA045L = 3 OR EA045L = 4
OR EA045M = 2 OR EA045M = 3 OR EA045M = 4 OR EA045N = 2 OR EA045N = 3 OR EA045N = 4
OR EA045O = 2 OR EA045O = 3 OR EA045O = 4 OR EA046A = 2 OR EA046A = 3 OR EA046A = 4
OR EA046B = 2 OR EA046B = 3 OR EA046B = 4 OR EA046C = 2 OR EA046C = 3 OR EA046C = 4
OR EA046D = 2 OR EA046D = 3 OR EA046D = 4 OR EA046E = 2 OR EA046E = 3 OR EA046E = 4
OR
EA046F = 2 OR EA046F = 3 OR EA046F = 4 OR EA046G = 2 OR EA046G = 3 OR EA046G = 4 OR
EA046H = 2 OR EA046H = 3 OR EA046H = 4 OR EA046I = 2 OR EA046I = 3 OR EA046I = 4 OR
EA046J = 2 OR EA046J = 3 OR EA046J = 4 OR EA046K = 2 OR EA046K = 3 OR EA046K = 4 OR
EA046L = 2 OR EA046L = 3 OR EA046L = 4 OR EA046M = 2 OR EA046M = 3 OR EA046M = 4 OR
EA046N = 2 OR EA046N = 3 OR EA046N = 4 OR EA046O = 2 OR EA046O = 3 OR EA046O = 4) AND
(EA047A = 2 OR EA047B = 2 OR EA047C = 2 OR EA047D = 2 OR EA047E = 2 OR EA047F = 2 OR
EA047G = 2 OR EA047H = 2 OR EA047I = 2 OR EA047J = 2 OR EA047K = 2 OR EA047L = 2
OR EA047M = 2 OR EA047N = 2 OR EA047O = 2 OR EA047P = 2 OR EA047Q = 2 OR EA047R = 2 OR
EA047S = 2 OR EA047T = 2 OR EA047U = 2 OR EA047V = 2 OR EA047W = 2 OR EA047X = 2 OR
EA047Y = 2 OR EA047Z = 2) then INCIDENT = 2; /*YES*/
ELSE IF EA047A = .N THEN INCIDENT = .N;
If INCWEB = .B THEN INCIDENT = .B;

/* coding for EA049R variable */
EA049R = EA049;
IF EA049 = 5 THEN EA049R = .;
If INCWEB = .B THEN EA049R = .B;

```

```

/*CODING FOR EA049R2*/
EA049R2 = EA049R;
IF EA049R IN (1,2,3) THEN EA049R2 = 2; /*COLLAPSED YES*/
ELSE IF EA049R = 4 THEN EA049R2 = 1; /*NO*/
If INCWEB = .B THEN EA049R2 = .B;

/* coding for INC_MS variable */
INC_MS = 1; /*DID NOT EXPERIENCE BEHAVIOR*/
IF (EA045A = 2 OR EA045A = 3 OR EA045A = 4 OR EA045B = 2 OR EA045B = 3 OR EA045B = 4
OR EA045C = 2 OR EA045C = 3 OR EA045C = 4 OR EA045D = 2 OR EA045D = 3 OR EA045D = 4
OR EA045E = 2 OR EA045E = 3 OR EA045E = 4 OR EA045F = 2 OR EA045F = 3 OR EA045F = 4
OR EA045G = 2 OR EA045G = 3 OR EA045G = 4 OR EA045H = 2 OR EA045H = 3 OR EA045H = 4
OR EA045I = 2 OR EA045I = 3 OR EA045I = 4 OR EA045J = 2 OR EA045J = 3 OR EA045J = 4
OR EA045K = 2 OR EA045K = 3 OR
EA045K = 4 OR EA045L = 2 OR EA045L = 3 OR EA045L = 4 OR EA045M = 2 OR EA045M = 3 OR
EA045M = 4 OR EA045N = 2 OR EA045N = 3 OR EA045N = 4 OR EA047A = 1 OR EA047B = 1 OR
EA047C = 1 OR EA047D = 1 OR EA047E = 1 OR EA047F = 1 OR
EA047G = 1 OR EA047H = 1 OR EA047I = 1 OR EA047J = 1 OR EA047K = 1 OR EA047L = 1 OR
EA047M = 1 OR EA047N = 1 or EA047S = 1 OR EA047V = 1 OR EA047W = 1) AND (EA049R2 = 2)
then INC_MS = 2; /*EXPERIENCED BEHAVIOR*/
If INCWEB = .B THEN INC_MS = .B;

/* coding for DODOFF variable */
DODOFF = 1; /*DID NOT EXPERIENCE BEHAVIOR*/
IF (EA045A = 2 OR EA045A = 3 OR EA045A = 4 OR EA045B = 2 OR EA045B = 3 OR EA045B = 4
OR EA045C = 2 OR EA045C = 3 OR EA045C = 4 OR EA045D = 2 OR EA045D = 3 OR EA045D = 4
OR EA045E = 2 OR EA045E = 3 OR EA045E = 4 OR EA045F = 2 OR
EA045F = 3 OR EA045F = 4 OR EA045G = 2 OR EA045G = 3 OR EA045G = 4 OR EA045H = 2 OR
EA045H = 3 OR EA045H = 4 OR EA045I = 2 OR EA045I = 3 OR EA045I = 4 OR EA045J = 2 OR
EA045J = 3 OR EA045J = 4) AND (EA049R2 = 2) then DODOFF = 2; /*EXPERIENCED
BEHAVIOR*/
If INCWEB = .B THEN DODOFF = .B;

/* coding for DODTHRT variable */
DODTHRT = 1; /*DID NOT EXPERIENCE BEHAVIOR*/
IF (EA045K = 2 OR EA045K = 3 OR EA045K = 4 OR EA045L = 2 OR EA045L = 3 OR EA045L = 4
OR EA045M = 2 OR EA045M = 3 OR EA045M = 4 OR EA045N = 2 OR EA045N = 3 OR EA045N = 4)
AND (EA049R2 = 2) then DODTHRT = 2;

/*EXPERIENCED BEHAVIOR*/
If INCWEB = .B THEN DODTHRT = .B;

/* coding for ASSIGN variable */
ASSIGN = 1; /*DID NOT EXPERIENCE BEHAVIOR*/
IF (EA047E = 1 OR EA047J = 1 OR EA047K = 1 OR EA047L = 1 OR EA047M = 1 OR EA047N = 1
OR EA047S = 1)
AND (EA049R2 = 2) THEN ASSIGN = 2; /*EXPERIENCED BEHAVIOR*/
If INCWEB = .B THEN ASSIGN = .B;

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/* coding for ASSIGN2 variable */
ASSIGN2 = 1; /*DID NOT EXPERIENCE BEHAVIOR*/
IF EA047E = 1 OR EA047J = 1 OR EA047K = 1 OR EA047L = 1 OR EA047M = 1 OR EA047N = 1
OR EA047S = 1 then ASSIGN2 = 2; /*EXPERIENCED BEHAVIOR*/
If INCWEB = .B THEN ASSIGN2 = .B;

/* coding for EVAL variable */
EVAL = 1; /*DID NOT EXPERIENCE BEHAVIOR*/
IF (EA047A = 1 OR EA047B = 1 OR EA047C = 1 OR EA047D = 1) AND (EA049R2 = 2) THEN EVAL
= 2;
/*EXPERIENCED BEHAVIOR*/
If INCWEB = .B THEN EVAL = .B;

/* coding for EVAL2 variable */
EVAL2 = 1; /*DID NOT EXPERIENCE BEHAVIOR*/
IF EA047A = 1 OR EA047B = 1 OR EA047C = 1 OR EA047D = 1 THEN EVAL2 = 2; /*EXPERIENCED
BEHAVIOR*/
If INCWEB = .B THEN EVAL2 = .B;

/* coding for TESTSCR variable */
TESTSCR = 1; /*DID NOT EXPERIENCE BEHAVIOR*/
IF (EA047F = 1 OR EA047G = 1 OR EA047H = 1 OR EA047I = 1) AND (EA049R2 = 2) THEN
TESTSCR = 2;
/*EXPERIENCED BEHAVIOR*/
If INCWEB = .B THEN TESTSCR = .B;

/* coding for TESTSCR2 variable */
TESTSCR2 = 1; /*DID NOT EXPERIENCE BEHAVIOR*/
IF EA047F = 1 OR EA047G = 1 OR EA047H = 1 OR EA047I = 1 THEN TESTSCR2 = 2;
/*EXPERIENCED BEHAVIOR*/
If INCWEB = .B THEN TESTSCR2 = .B;

/* coding for PUNISH variable */
PUNISH = 1; /*DID NOT EXPERIENCE BEHAVIOR*/
IF (EA047V = 1 OR EA047W = 1) AND (EA049R2 = 2) THEN PUNISH = 2; /*EXPERIENCED
BEHAVIOR*/
If INCWEB = .B THEN PUNISH = .B;

/* coding for PUNISH2 variable */
PUNISH2 = 1; /*DID NOT EXPERIENCE BEHAVIOR*/
IF EA047V = 1 OR EA047W = 1 THEN PUNISH2 = 2; /*EXPERIENCED BEHAVIOR*/
If INCWEB = .B THEN PUNISH2 = .B;

```

```

/* coding for INC_CS variable */
INC_CS = 1; /*DID NOT EXPERIENCE BEHAVIOR*/
IF (EA046A = 2 OR EA046A = 3 OR EA046A = 4 OR EA046B = 2 OR EA046B = 3 OR EA046B = 4
OR EA046C = 2 OR EA046C = 3 OR EA046C = 4 OR EA046D = 2 OR EA046D = 3 OR EA046D = 4
OR EA046E = 2 OR EA046E = 3 OR EA046E = 4 OR EA046F = 2 OR EA046F = 3 OR EA046F = 4
OR EA046G = 2 OR EA046G = 3 OR EA046G = 4 OR EA046H = 2 OR EA046H = 3 OR EA046H = 4
OR EA046I = 2 OR EA046I = 3 OR EA046I = 4 OR EA046J = 2 OR EA046J = 3 OR EA046J = 4
OR EA046K = 2 OR EA046K = 3 OR EA046K = 4 OR EA046L = 2 OR EA046L = 3 OR EA046L = 4
OR EA046M = 2 OR EA046M = 3 OR EA046M = 4 OR EA046N = 2 OR EA046N = 3 OR EA046N = 4)
AND (EA049R2 = 2) THEN INC_CS = 2; /*EXPERIENCED BEHAVIOR*/
If INCWEB = .B THEN INC_CS = .B;

/* coding for COMOFF variable */
COMOFF = 1; /*DID NOT EXPERIENCE BEHAVIOR*/
IF (EA046A = 2 OR EA046A = 3 OR EA046A = 4 OR EA046B = 2 OR EA046B = 3 OR EA046B = 4
OR EA046C = 2 OR EA046C = 3 OR EA046C = 4 OR EA046D = 2 OR EA046D = 3 OR EA046D = 4
OR EA046E = 2 OR EA046E = 3 OR EA046E = 4 OR EA046F = 2 OR EA046F = 3 OR EA046F = 4
OR EA046G = 2 OR EA046G = 3 OR EA046G = 4 OR
EA046H = 2 OR EA046H = 3 OR EA046H = 4 OR EA046I = 2 OR EA046I = 3 OR EA046I = 4 OR
EA046J = 2 OR EA046J = 3 OR EA046J = 4)
AND (EA049R2 = 2) THEN COMOFF = 2; /*EXPERIENCED BEHAVIOR*/
If INCWEB = .B THEN COMOFF = .B;

/* coding for COMTHRT variable */
comthrt = 1; /*DID NOT EXPERIENCE BEHAVIOR*/
if (EA046K = 2 OR EA046K = 3 OR EA046K = 4 OR
EA046L = 2 OR EA046L = 3 OR EA046L = 4 OR EA046M = 2 OR EA046M = 3 OR EA046M = 4 OR
EA046N = 2 OR EA046N = 3 OR EA046N = 4)
AND (EA049R2 = 2) THEN comthrt = 2; /*EXPERIENCED BEHAVIOR*/
If INCWEB = .B THEN comthrt = .B;

/* coding for INC_FAM variable */
inc_fam = 1; /*DID NOT EXPERIENCE BEHAVIOR*/
if (EA046o = 2 OR EA046o = 3 OR EA046o = 4 OR EA045o = 2 OR EA045o = 3 OR EA045o = 4
or EA047O = 1 OR EA047P = 1 OR EA047Q = 1 OR EA047R = 1 OR EA047T = 1 OR EA047U = 1
or EA047X = 1 OR EA047Y = 1 OR EA047Z = 1) and (EA049R2 = 2) THEN inc_fam = 2;
/*EXPERIENCED BEHAVIOR*/
If INCWEB = .B THEN inc_fam = .B;

/* coding for SERVICES variable */
services = 1; /*DID NOT EXPERIENCE BEHAVIOR*/
if (EA047O = 1 OR EA047P = 1 OR EA047Q = 1 OR EA047R = 1 OR EA047T = 1 OR EA047U = 1)
and (EA049R2 = 2) THEN services = 2; /*EXPERIENCED BEHAVIOR*/
If INCWEB = .B then services = .B;

/* coding for SERVICE2 variable */
service2 = 1; /*DID NOT EXPERIENCE BEHAVIOR*/
if EA047O = 1 OR EA047P = 1 OR EA047Q = 1 OR EA047R = 1 OR EA047T = 1 OR EA047U = 1
THEN service2 = 2; /*EXPERIENCED BEHAVIOR*/
If INCWEB = .B THEN service2 = .B;

```

```

/* coding for FEARS variable */
fears = 1; /*DID NOT EXPERIENCE BEHAVIOR*/
if (EA047x = 1 OR EA047y = 1 or EA047z = 1) and (EA049R2 = 2) THEN fears = 2;
/*EXPERIENCED BEHAVIOR*/
If INCWEB = .B THEN fears = .B;

/* coding for FEARS2 variable */
fears2 = 1; /*DID NOT EXPERIENCE BEHAVIOR*/
if EA047x = 1 OR EA047y = 1 or EA047z = 1 THEN fears2 = 2; /*EXPERIENCED BEHAVIOR*/
If INCWEB = .B THEN fears2 = .B;

/* coding for INC_MISC variable */
inc_misc = 1; /*DID NOT EXPERIENCE BEHAVIOR*/
if (EA046o = 2 OR EA046o = 3 OR EA046o = 4 OR EA045o = 2 OR EA045o = 3 OR EA045o = 4
or EA048 = 2) and (EA049R2 = 2) THEN inc_misc = 2; /*EXPERIENCED BEHAVIOR*/
If INCWEB = .B THEN inc_misc = .B;

/* coding for COMBO variable */
COMBO = 6;
IF INC_MS = 2 THEN COMBO = 1;
IF INC_CS = 2 THEN COMBO = 2;
IF INC_FAM = 2 THEN COMBO = 3;
IF (INC_MS = 2) AND (INC_CS = 2) THEN COMBO= 4;
IF (INC_MS = 2) AND (INC_CS = 2) AND (INC_FAM = 2) THEN COMBO = 5;
IF (INC_MS = 2) AND (INC_FAM =2) THEN COMBO = 5;
IF (INC_CS = 2) AND (INC_FAM = 2) THEN COMBO = 5;
IF INCIDENT = 1 THEN COMBO = 6;
If INCWEB = .B THEN COMBO = .B;

/* coding for EA050R variable */
if ea050 = 1 then ea050r = 3; /*No*/
else if ea050 = 2 then ea050r = 2; /*Yes, some of it*/
else if ea050 = 3 then ea050r = 1; /*Yes, all of it*/
else ea050r = ea050;
If INCWEB = .b then ea050r = .b;

/* coding for EA050R2 variable */
if ea050 in (2, 3) then ea050r2 = 2; /*yes*/
else if ea050 = 1 then ea050r2 = 1; /*no*/
else ea050r2 = ea050;
If INCWEB = .b then ea050r2 = .b;

/* coding for EA052R2 variable */
if ea052 in (1, 2, 3) then ea052r2 = 2; /*yes*/
else if ea052 = 4 then ea052r2 = 1; /*no*/
else ea052r2 = ea052;
If INCWEB = .b then ea052r2 = .b;

```

```

/* coding for EA053AR2 EA053BR2 EA053CR2 EA053DR2 EA053ER2 EA080AR2 EA080BR2
EA080CR2 EA080DR2 EA080ER2 EA082AR2 EA082BR2 EA082CR2 EA082DR2 EA082ER2 EA082FR2
EA082GR2 EA082HR2 EA082IR2 EA082JR2 EA082KR2 EA082LR2 EA082MR2 EA083AR2 EA083BR2
EA083CR2
variables */
Array Old5383 {26} EA053A    EA053B    EA053C    EA053D    EA053E
                   EA080A    EA080B    EA080C    EA080D    EA080E
                   EA082A    EA082B    EA082C    EA082D    EA082E
                   EA082F    EA082G    EA082H    EA082I    EA082J
                   EA082K    EA082L    EA082M
                   EA083A    EA083B    EA083C;
Array New5383 {26} EA053AR2  EA053BR2  EA053CR2  EA053DR2  EA053ER2
                   EA080AR2  EA080BR2  EA080CR2  EA080DR2  EA080ER2
                   EA082AR2  EA082BR2  EA082CR2  EA082DR2  EA082ER2
                   EA082FR2  EA082GR2  EA082HR2  EA082IR2  EA082JR2
                   EA082KR2  EA082LR2  EA082MR2
                   EA083AR2  EA083BR2  EA083CR2;

Do R = 1 to 26;
  If
Old5383{R}=1 then New5383{R}=1; /**NOT AT ALL**/
  else if Old5383{R}=2 then New5383{R}=2; /**COLLAPSED SMALL, MODERATE EXTENT**/
  else if Old5383{R}=3 then New5383{R}=2; /**COLLAPSED SMALL, MODERATE EXTENT**/
  else if Old5383{R}=4 then New5383{R}=3; /**COLLAPSED LARGE, VERY LARGE EXTENT**/
  else if Old5383{R}=5 then New5383{R}=3; /**COLLAPSED LARGE, VERY LARGE EXTENT**/
  else new5383{R}=Old5383{R};
  end;
Drop R;
If INCWEB = .B THEN DO;
  EA053AR2 = .B;
  EA053BR2 = .B;
  EA053CR2 = .B;
  EA053DR2 = .B;
  EA053ER2 = .B;
  EA080AR2 = .B;
  EA080BR2 = .B;
  EA080CR2 = .B;
  EA080DR2 = .B;
  EA080ER2 = .B;
  EA082AR2 = .B;
  EA082BR2 = .B;
  EA082CR2 = .B;
  EA082DR2 = .B;
  EA082ER2 = .B;
  EA082FR2 = .B;
  EA082GR2 = .B;
  EA082HR2 = .B;
  EA082IR2 = .B;
  EA082JR2 = .B;
  EA082KR2 = .B;
  EA082LR2 = .B;
  EA082MR2 = .B;
  EA083AR2 = .B;
  EA083BR2 = .B;
  EA083CR2 = .B;
END;

```



```

/* coding for EA055AR EA055BR EA055CR EA055DR EA055ER EA055FR EA055GR variables */
Array Old55 {7} EA055A EA055B EA055C EA055D EA055E EA055F EA055G;
Array New55 {7} EA055AR2 EA055BR2 EA055CR2 EA055DR2 EA055ER2 EA055FR2 EA055GR2;

Do SS = 1 to 7;

If Old55{SS}=1 then New55{SS}=1; /**NONE OF IT**/
  else if Old55{SS}=2 then New55{SS}=2; /**AT LEAST SOME**/
  else if Old55{SS}=3 then New55{SS}=2; /**AT LEAST SOME**/
  else if Old55{SS}=4 then New55{SS}=2; /**AT LEAST SOME**/
  else new55{SS}=Old55{SS};
end;
Drop S;
If INCWEB = .B THEN DO;
  EA055AR2 = .B;
  EA055BR2 = .B;
  EA055CR2 = .B;
  EA055DR2 = .B;
  EA055ER2 = .B;
  EA055FR2 = .B;
  EA055GR2 = .B;
END;

/* coding for EA055AR3 variable */
Array Old55R {7} EA055A EA055B EA055C EA055D EA055E EA055F EA055G;
Array New55R {7} EA055AR3 EA055BR3 EA055CR3 EA055DR3 EA055ER3 EA055FR3 EA055GR3;

Do S = 1 to 7;
  If Old55R{S}=1 then New55R{S}=1; /**NONE OF IT**/
  else if Old55R{S}=2 then New55R{S}=2; /**COLLAPSED SOME, MOST OF IT**/
  else if Old55R{S}=3 then New55R{S}=2; /**COLLAPSED SOME, MOST OF IT**/
  else if Old55R{S}=4 then New55R{S}=3; /**ALL OF IT**/
  else new55R{S}=Old55R{S};
end;
Drop S;
If INCWEB = .B then DO;
  EA055AR3 = .B;
  EA055BR3 = .B;
  EA055CR3 = .B;
  EA055DR3 = .B;
  EA055ER3 = .B;
  EA055FR3 = .B;
  EA055GR3 = .B;
END;

```

```

/* coding for MILCIV variable */
IF ((EA060A = 1 OR EA060B = 1 OR EA060C = 1 OR EA060D = 1 OR EA060E = 1 OR EA060F =
1)
AND (EA060G = 1 OR EA060H = 1 OR EA060I = 1)) THEN MILCIV = 2; /*BOTH MILITARY AND
CIVILIAN*/
else IF ((EA060A = 1 OR EA060B = 1 OR EA060C = 1 OR EA060D = 1 OR
EA060E = 1 OR EA060F = 1)
AND (EA060G = 2 OR EA060G = 3 OR EA060H = 2 OR EA060H = 3 or EA060I = 2 OR EA060I =
3)) THEN MILCIV = 1; /*MILITARY ONLY*/
ELSE IF ((EA060G = 1 OR EA060H = 1 OR EA060I = 1)
AND (EA060A = 2 OR EA060A = 3 OR EA060B = 2 OR
EA060B = 3 or EA060C = 2 OR EA060C = 3 OR EA060D = 2 OR EA060D = 3 OR EA060E = 2 OR
EA060E = 3 or EA060F = 2 OR EA060F = 3)) then MILCIV = 3; /*CIVILIAN ONLY*/
If INCWEB = .B THEN MILCIV = .B;

/* coding for EA062R2 variable */
EA062R2 = EA062;
IF EA062 = 1 THEN EA062R2 = 1; /*LESS THAN 1 WEEK*/
ELSE IF EA062 IN (2,3,4) THEN EA062R2 = 2; /*1 MONTH TO LESS THAN 6 MONTHS*/
ELSE IF EA062 = 5 THEN EA062R2 = 3; /*6 MONTHS OR MORE*/
If INCWEB = .B then EA062R2 = .B;

```

```

/*Coding for EA063AR, EA063BR, EA063CR, EA063DR, EA063ER, EA063FR, EA063GR, EA063HR,
EA063IR, EA063JR, EA063KR VARIABLES*/
array ETHERIDGE EA063AR EA063BR EA063CR EA063DR EA063ER EA063FR EA063GR EA063HR
EA063IR EA063JR EA063KR;
EA063AR = EA063A;
EA063BR = EA063B;
EA063CR = EA063C;
EA063DR = EA063D;
EA063ER = EA063E;
EA063FR = EA063F;
EA063GR = EA063G;
EA063HR = EA063H;
EA063IR = EA063I;
EA063JR = EA063J;
EA063KR = EA063K;

IF N(EA063AR, EA063BR, EA063CR, EA063DR, EA063ER,
EA063FR, EA063GR, EA063HR, EA063IR, EA063JR, EA063KR)>0 THEN DO;
  DO OVER ETHERIDGE;
    IF ETHERIDGE = . THEN ETHERIDGE = 1; /*NO, IF MISSING*/
    ELSE IF ETHERIDGE = .A THEN ETHERIDGE = 1; /*NO, IF MULTIPLE RESPONSE*/
  END;
END;

If INCWEB = .B then DO;
EA063AR = .B;
EA063BR = .B;
EA063CR = .B;
EA063DR = .B;
EA063ER = .B;
EA063FR = .B;
EA063GR = .B;
EA063HR = .B;
EA063IR = .B;
EA063JR = .B;
EA063KR = .B;
END;

/* coding for EA065R variable */
IF EA065 = 1 THEN EA065R = 5;
ELSE IF EA065 = 2 THEN EA065R = 4;
ELSE IF EA065 = 3 THEN EA065R = 3;
ELSE IF EA065 = 4 THEN EA065R = 2;
ELSE IF EA065 = 5 THEN EA065R = 1;
ELSE EA065R = EA065;
If INCWEB = .B THEN EA065R = .B;

/* coding for EA065R2 variable */
EA065R2 = EA065;
IF EA065 IN (2,3,4,5) THEN EA065R2 = 2; /*COLLAPSED YES*/
ELSE IF EA065 = 1 THEN EA065R2 = 1; /*NO*/
If INCWEB = .B THEN EA065R2 = .B;

```

```

/* coding for EA066R variable */
IF EA066 = 1 THEN EA066R = 3;
ELSE IF EA066 = 2 THEN EA066R = 2;
ELSE IF EA066 = 3 THEN EA066R = 1;
ELSE EA066R = EA066;
If INCWEB = .B THEN EA066R = .B;

/* coding for EA066R2 variable */
EA066R2 = EA066;
IF EA066 IN (2,3) THEN EA066R2 = 2; /*COLLAPSED YES*/
ELSE IF EA066 = 1 THEN EA066R2 = 1; /*NO*/
If INCWEB = .B THEN EA065R2 = .B;

/* coding for EA067AR variable */
Array Old67 {6} EA067A EA067B EA067C EA067D EA067E EA067F;
Array New67 {6} EA067AR EA067BR EA067CR EA067DR EA067ER EA067FR;

Do PP = 1 to 6;
  If Old67{PP}=5 then New67{PP}=1; /**YES, AND IT MADE THINGS BETTER**/
  else if Old67{PP}=4 then New67{PP}=2; /**YES, BUT IT MADE NO DIFFERENCE**/
  else if Old67{PP}=3 then New67{PP}=3; /**YES, AND IT MADE THINGS WORSE**/
  else if Old67{PP}=2 then New67{PP}=4; /**YES, BUT ITS TOO SOON TO TELL IF IT WILL
MAKE THINGS BETTER OR WORSE**/
  else if
Old67{PP}=1 then New67{PP}=5; /**NO, I DID NOT REPORT IT TO THIS PERSON/OFFICE**/
  else New67{PP}=Old67{PP};
  end;
Drop PP;
If INCWEB = .B THEN DO;
  EA067AR = .B;
  EA067BR = .B;
  EA067CR = .B;
  EA067DR = .B;
  EA067ER = .B;
  EA067FR = .B;
END;

```

```

/* coding for EA067AR2 EA067BR2 EA067CR2 EA067DR2 EA067ER2 EA067FR2 variables */
Array Old67r {6} EA067A EA067B EA067C EA067D EA067E EA067F;
Array New67r {6} EA067AR2 EA067BR2 EA067CR2 EA067DR2 EA067ER2 EA067FR2;

Do T = 1 to 6;
  If Old67r{T}=5 then New67r{T}=2; /**COLLAPSED YES**/
  else if Old67r{T}=4 then New67r{T}=2; /**COLLAPSED YES**/
  else if Old67r{T}=3 then New67r{T}=2; /**COLLAPSED YES**/
  else if Old67r{T}=2 then New67r{T}=2; /**COLLAPSED YES**/
  else if Old67r{T}=1 then New67r{T}=1; /**NO**/
  else New67r{T}=Old67r{T};
end;
Drop T;
If INCWEB = .B THEN DO;
  EA067AR2 = .B;
  EA067BR2 = .B;
  EA067CR2 = .B;
  EA067DR2 = .B;
  EA067ER2 = .B;
  EA067FR2 = .B;
END;

/* coding for EA070R variable */
IF EA070 = 1 THEN EA070R = 3; /**NO YOUR CAREER WILL NOT BE AFFECTED*/
ELSE IF EA070 = 2 THEN EA070R = 2; /**YES YOUR CHANCES WILL BE WORSE*/
ELSE IF EA070 = 3 THEN EA070R = 1; /**YES YOUR CHANCES WILL BE IMPROVED*/
ELSE EA070R = EA070;
If INCWEB = .B then EA070R = .B;

/* coding for EA070R2 variable */
EA070R2 = EA070;
IF EA070 IN (2,3) THEN EA070R2 = 2; /**COLLAPSED YES*/
ELSE IF EA070 = 1 THEN EA070R2 = 1; /**NO*/
If INCWEB = .B THEN EA070R2 = .B;

/* coding for EA071R variable */
IF EA071 = 2 THEN EA071R = 1; /**YES*/
ELSE IF EA071 = 1 THEN EA071R = 2; /**NO*/
ELSE IF EA071 = 3 THEN EA071R = 3; /**they were unable to determine whether your
complaint was true or not*/
ELSE IF EA071 = 4 THEN EA071R = .; /**missing*/
ELSE EA071R = EA071;
If INCWEB = .B THEN EA071R = .B;

/* coding for EA071R2 variable */
EA071R2 = EA071;
IF EA071 = 1 THEN EA071R2 = 1; /**NO*/
ELSE IF EA071 = 3 THEN EA071R2 = 1; /**NO*/
ELSE IF EA071 = 2 THEN EA071R2 = 2; /**YES*/
else if ea071 = 4 then ea071r2 = .;
If INCWEB = .B THEN EA071R2 = .B;

```

```

/* coding for ACTPRO variable */
IF EA071 = 4 THEN ACTPRO = 2; /*YES*/
ELSE IF EA071 IN (1, 2, 3) THEN ACTPRO= 1; /*NO*/
ELSE ACTPRO = EA071;

/* coding for EA074R variable */
EA074R = EA074;
IF EA074 = 2 THEN EA074R = 1; /*YES, REPORTED ALL OF THE BEHAVIORS*/
ELSE IF EA074 = 1 THEN EA074R = 2; /*YES, REPORTED ONLY SOME OF THE BEHAVIORS*/
ELSE IF EA066 = 1 THEN EA074R = 3; /*NO, DID NOT REPORT ANY OF THE BEHAVIORS*/
IF INCWEB = .B THEN EA074R = .B;

/* coding for EA075AR variable */
array DARTH EA075AR EA075BR EA075CR EA075DR EA075ER EA075FR EA075GR EA075HR EA075IR
EA075JR EA075KR EA075LR EA075MR EA075NR;
EA075AR = EA075A;
EA075BR = EA075B;
EA075CR = EA075C;
EA075DR = EA075D;
EA075ER = EA075E;
EA075FR = EA075F;
EA075GR = EA075G;
EA075HR = EA075H;
EA075IR = EA075I;
EA075JR = EA075J;
EA075KR = EA075K;
EA075LR = EA075L;
EA075MR = EA075M;
EA075NR = EA075N;

IF N(EA075AR, EA075BR, EA075CR, EA075DR, EA075ER, EA075FR, EA075GR, EA075HR, EA075IR,
EA075JR, EA075KR, EA075LR, EA075MR, EA075NR)>0 THEN DO;
  DO OVER DARTH;
    IF DARTH = . THEN DARTH = 1; /*NO, IF MISSING*/
    ELSE IF DARTH = .A THEN DARTH = 1; /*NO, IF MULTIPLE RESPONSE*/
  END;
END;
If INCWEB = .B THEN DO;
  EA075AR = .B;
  EA075BR = .B;
  EA075CR = .B;
  EA075DR = .B;
  EA075ER = .B;
  EA075FR = .B;
  EA075GR = .B;
  EA075HR = .B;
  EA075IR = .B;
  EA075JR = .B;
  EA075KR = .B;
  EA075LR = .B;
  EA075MR = .B;
  EA075NR = .B;
END;

```

```

/* coding for EA077R2 variable */
IF EA077 = 4 THEN EA077R2 = .; /*DOES NOT APPLY*/
ELSE EA077R2 = EA077;
If INCWEB = .B THEN EA077R2 = .B;

/* coding for EA084AR variable */
array YODA EA084AR EA084BR;
EA084AR = EA084A;
EA084BR = EA084B;

IF N(EA084AR, EA084BR)>0 THEN DO;
  DO OVER YODA;
    IF YODA = . THEN YODA = 1; /*NO, IF MISSING*/
    ELSE IF YODA = .A THEN YODA = 1; /*NO, IF MULTIPLE RESPONSE*/
  END;
END;
If INCWEB = .B THEN DO;
  EA084AR = .B;
  EA084BR = .B;
END;

/* coding for EA085AR variable */
EA085AR = EA085A;
IF EA085A = 1 THEN EA085AR= 4;
ELSE if EA085A = 2 THEN EA085AR = 3;
ELSE if EA085A = 3 THEN EA085AR = 2;
ELSE if EA085A = 4 THEN EA085AR = 1;
If INCWEB = .B THEN EA085AR = .B;

/* coding for EA085BR variable */
EA085BR = EA085B;
IF EA085B = 1 THEN EA085BR = 4;
ELSE if EA085B = 2 THEN EA085BR = 3;
ELSE if EA085B = 3 THEN EA085BR = 2;
ELSE if EA085B = 4 THEN EA085BR = 1;
If INCWEB = .B THEN EA085BR = .B;

/* coding for EA085AR2 EA085BR2 variables */
Array Old85r {2} EA085A EA085B;
Array New85r {2} EA085AR2 EA085BR2;

Do W = 1 to 2;
  If Old85r{W}=1 then New85r{W}=1; /**COLLAPSED NO**/
  else if Old85r{W}=2 then New85r{W}=1; /**COLLAPSED NO**/
  else if Old85r{W}=3 then New85r{W}=2; /**COLLAPSED YES**/
  else if Old85r{W}=4 then New85r{W}=2; /**COLLAPSED YES**/
  else New85r{W}=Old85r{W};
end;
Drop W;
If INCWEB = .B THEN DO;
  EA085AR2 = .B;
  EA085BR2 = .B;
END;

```

```

/*CODING FOR EA086AR2 EA086BR2 EA086CR2 EA086DR2*/
Array Old86 {4} EA086A EA086B EA086C EA086D;
Array New86 {4} EA086AR2 EA086BR2 EA086CR2 EA086DR2;

Do X = 1 to 4;
  If Old86{X}=1 then New86{X}=1; /**POOR**/
  else if Old86{X}=2 then New86{X}=2; /**COLLAPSED FAIR, GOOD**/
  else if Old86{X}=3 then New86{X}=2; /**COLLAPSED FAIR, GOOD**/
  else if Old86{X}=4 then New86{X}=3; /**COLLAPSED VERY GOOD, EXCELLENT**/
  else if Old86{X}=5 then New86{X}=3; /**COLLAPSED VERY GOOD, EXCELLENT**/
  else new86{X}=Old86{X};
end;
Drop X;
If INCWEB = .B THEN DO;
  EA086AR2 = .B;
  EA086BR2 = .B;
  EA086CR2 = .B;
  EA086DR2 = .B;
END;

/* coding for EA090R variable */
/*CODE FOR ea090r*/
IF EA090 = 4 THEN EA090R = 1; /*NOT AT ALL EFFECTIVE*/
ELSE IF EA090 = 3 THEN EA090R = 2; /*SLIGHTLY EFFECTIVE*/
ELSE IF EA090 = 2 THEN EA090R = 3; /*MODERATELY EFFECTIVE*/
ELSE IF EA090 = 1 THEN EA090R = 4; /*VERY EFFECTIVE*/
If INCWEB = .B THEN EA090R = .B;

/* coding for EA090R2 variable */
EA090R2 = EA090;
IF EA090 = 1 THEN EA090R2 = 3; /*VERY EFFECTIVE*/
ELSE IF EA090 IN (2,3) THEN EA090R2 = 2; /*COLLAPSED SLIGHTLY, MODERATELY EFFECTIVE*/
ELSE IF EA090 = 4 THEN EA090R2 = 1; /*NOT AT ALL EFFECTIVE*/
If INCWEB = .B THEN EA090R2 = .B;

```



```

/*CODING FOR EA091AR2 EA091BR2 EA091CR2 EA091DR2 EA091ER2 EA091FR2 EA091GR2 EA091HR2
EA091IR2 EA091JR2 EA091KR2 EA091LR2 */
Array Old91 {12} EA091A EA091B EA091C EA091D EA091E EA091F EA091G EA091H EA091I
EA091J EA091K EA091L;
Array New91 {12} EA091AR2 EA091BR2 EA091CR2 EA091DR2 EA091ER2 EA091FR2 EA091GR2
EA091HR2 EA091IR2 EA091JR2 EA091KR2 EA091LR2;

Do Y = 1 to 12;
  If Old91{Y}=5 then New91{Y}=3; /**COLLAPSED MUCH BETTER IN THE MILITARY, BETTER IN
THE MILITARY**/
  else if Old91{Y}=4 then New91{Y}=3; /**COLLAPSED MUCH BETTER IN THE MILITARY,
BETTER IN THE MILITARY**/
  else if Old91{Y}=3 then New91{Y}=2; /**NO DIFFERENCE**/
  else if Old91{Y}=2 then New91{Y}=1; /**COLLAPSED BETTER AS CIVILIAN, MUCH BETTER AS
A CIVILIAN**/
  else if Old91{Y}=1 then New91{Y}=1; /**COLLAPSED BETTER AS CIVILIAN, MUCH BETTER AS
A CIVILIAN**/
  else new91{Y}=Old91{Y};
  end;
Drop Y;
If INCWEB = .B THEN DO;
  EA091AR2 = .B;
  EA091BR2 = .B;
  EA091CR2 = .B;
  EA091DR2 = .B;
  EA091ER2 = .B;
  EA091FR2 = .B;
  EA091GR2 = .B;
  EA091HR2 = .B;
  EA091IR2 = .B;
  EA091JR2 = .B;
  EA091KR2 = .B;
  EA091LR2 = .B;
END;

/* coding for EA094R variable */
IF EA094 = 1 THEN EA094R = 3; /*MORE NOW*/
ELSE IF EA094 = 2 THEN EA094R = 2; /*ABOUT THE SAME*/
ELSE IF EA094 = 3 THEN EA094R = 1; /*FEWER NOW*/
If INCWEB = .B THEN EA094R = .B;

/* coding for EA095R variable */
IF EA095 = 1 THEN EA095R = 3; /*BETTER TODAY*/
ELSE IF EA095 = 2 THEN EA095R = 2; /*ABOUT THE SAME AS 5 YEARS AGO*/
ELSE IF EA095 = 3 THEN EA095R = 1; /*WORSE TODAY*/
If INCWEB = .B THEN EA095R = .B;

/* coding for EA097R variable */
EA097R = EA097;
IF ea097 = 99 then ea097r = .n;
If INCWEB = .B THEN EA097R2 = .B;

```

```

/* coding for EA097R2 variable */
EA097R2 = EA097;
IF EA097 IN (1,2) THEN EA097R2 = 1; /*COLLAPSED MUCH LESS OFTEN, LESS OFTEN*/
ELSE IF EA097 = 3 THEN EA097R2 = 2; /*ABOUT THE SAME*/
ELSE IF EA097 IN (4,5) THEN EA097R2 = 3; /*COLLAPSED MORE OFTEN, MUCH MORE OFTEN*/
else if ea097 = 99 then ea097r2 = .n;
If INCWEB = .B THEN EA097R2 = .B;

/* coding for EA098R variable */
IF EA098 = 1 THEN EA098R = 3; /*BETTER TODAY*/
ELSE IF EA098 = 2 THEN EA098R = 2; /*ABOUT THE SAME AS 5 YEARS AGO*/
ELSE IF EA098 = 3 THEN EA098R = 1; /*WORSE TODAY*/
If INCWEB = .B THEN EA098R = .B;

/* coding for COMOFF2 variable */
COMOFF2 = 1; /*DID NOT EXPERIENCE BEHAVIOR*/
IF EA046A = 2 OR EA046A = 3 OR EA046A = 4 OR
EA046B = 2 OR EA046B = 3 OR EA046B = 4 OR EA046C = 2 OR EA046C = 3 OR EA046C = 4 OR
EA046D = 2 OR EA046D = 3 OR EA046D = 4 OR EA046E = 2 OR EA046E = 3 OR EA046E = 4 OR
EA046F = 2 OR EA046F = 3 OR EA046F = 4 OR EA046G = 2 OR EA046G = 3 OR EA046G = 4 OR
EA046H = 2 OR EA046H = 3 OR EA046H = 4 OR EA046I = 2 OR EA046I = 3 OR EA046I = 4 OR
EA046J = 2 OR EA046J = 3 OR EA046J = 4 then COMOFF2 = 2; /*EXPERIENCED BEHAVIOR*/
If INCWEB = .B THEN COMOFF2 = .B;

/* coding for COMTHRT2 variable */
comthrt2 = 1; /*DID NOT EXPERIENCE BEHAVIOR*/
if EA046K = 2 OR EA046K = 3 OR EA046K = 4 OR
EA046L = 2 OR EA046L = 3 OR EA046L = 4 OR EA046M = 2 OR EA046M = 3 OR EA046M = 4 OR
EA046N = 2 OR EA046N = 3 OR EA046N = 4 then comthrt2 = 2; /*EXPERIENCED BEHAVIOR*/
If INCWEB = .B THEN comthrt2 = .B;

/* coding for DODOFF2 variable */
DODOFF2 = 1; /*DID NOT EXPERIENCE BEHAVIOR*/
IF EA045A = 2 OR EA045A = 3 OR EA045A = 4 OR EA045B = 2 OR EA045B = 3 OR EA045B = 4
OR EA045C = 2 OR EA045C = 3 OR EA045C = 4 OR EA045D = 2 OR EA045D = 3 OR EA045D = 4
OR EA045E = 2 OR EA045E = 3 OR EA045E = 4 OR EA045F = 2 OR EA045F = 3 OR EA045F = 4
OR EA045G = 2 OR EA045G = 3 OR EA045G = 4 OR EA045H = 2 OR EA045H = 3 OR EA045H = 4
OR EA045I = 2 OR EA045I = 3 OR EA045I = 4 OR EA045J = 2 OR EA045J = 3 OR EA045J = 4
then DODOFF2 = 2; /*EXPERIENCED BEHAVIOR*/
If INCWEB = .B THEN DODOFF2 = .B;

/* coding for DODTHRT2 variable */
DODTHRT2 = 1; /*DID NOT EXPERIENCE BEHAVIOR*/
IF EA045K = 2 OR EA045K = 3 OR EA045K = 4 OR EA045L = 2 OR EA045L = 3 OR EA045L = 4
OR EA045M = 2 OR EA045M = 3 OR EA045M = 4 OR EA045N = 2 OR EA045N = 3 OR EA045N = 4
then DODTHRT2 = 2; /*EXPERIENCED BEHAVIOR*/
If INCWEB = .B THEN DODTHRT2 = .B;

```

```

/* coding for EA068AR variable */
Array Old682 {10} EA068A EA068B EA068C EA068D EA068E EA068F EA068G EA068H EA068I
EA068J;
Array New682 {10}EA068AR EA068BR EA068CR EA068DR EA068ER EA068FR EA068GR EA068HR
EA068IR EA068JR;
Do WR = 1 to 10;
  If Old682{WR}=99 then New682{WR}=3; /**DONT' KNOW**/
  ELSE IF Old682{WR}=1 then New682{WR}=2; /**NO**/
  ELSE IF Old682{WR}=2 then New682{WR}=1; /**YES**/
  else New682{WR}=Old682{WR};
  end;
Drop WR;
If INCWEB = .B THEN DO;
  EA068AR = .B;
  EA068BR = .B;
  EA068CR = .B;
  EA068DR = .B;
  EA068ER = .B;
  EA068FR = .B;
  EA068GR = .B;
  EA068HR = .B;
  EA068IR = .B;
  EA068JR = .B;
END;

```

```

/* coding for EA068AR2 variable */
Array Old68 {10} EA068A EA068B EA068C EA068D EA068E EA068F EA068G EA068H EA068I
EA068J;
Array New68 {10}EA068AR2 EA068BR2 EA068CR2 EA068DR2 EA068ER2 EA068FR2 EA068GR2
EA068HR2 EA068IR2 EA068JR2;
Do RG = 1 to 10;
  If Old68{RG}=99 then New68{RG}=.; /**MISSING**/
  else New68{RG}=Old68{RG};
  end;
Drop RG;
If INCWEB = .B THEN DO;
  EA068AR2 = .B;
  EA068BR2 = .B;
  EA068CR2 = .B;
  EA068DR2 = .B;
  EA068ER2 = .B;
  EA068FR2 = .B;
  EA068GR2 = .B;
  EA068HR2 = .B;
  EA068IR2 = .B;
  EA068JR2 = .B;
END;

```

```

/* coding for EA088R variable */
EA088R = EA088;
IF EA087 = 1 THEN EA088R = 1; /*NONE*/
ELSE IF EA088 = 0 THEN EA088R = 1; /*NONE*/
ELSE IF EA088 = 1 THEN EA088R = 2; /*ONCE*/
ELSE IF EA088 = 2 THEN EA088R = 3; /*TWICE*/
ELSE IF EA088 = 3 THEN EA088R = 4; /*THREE*/
ELSE IF EA088 = 4 THEN EA088R = 5; /*four*/
ELSE IF 4 < EA088 THEN EA088R = 6; /*Five OR MORE*/
If INCWEB = .B THEN EA088R = .B;

```

```

/* coding for INC_CS2 variable */
INC_CS2 = 1; /*DID NOT EXPERIENCE BEHAVIOR*/
IF EA046A = 2 OR EA046A = 3 OR EA046A = 4 OR
EA046B = 2 OR EA046B = 3 OR EA046B = 4 OR EA046C = 2 OR EA046C = 3 OR EA046C = 4 OR
EA046D = 2 OR EA046D = 3 OR EA046D = 4 OR EA046E = 2 OR EA046E = 3 OR EA046E = 4 OR
EA046F = 2 OR EA046F = 3 OR EA046F = 4 OR EA046G = 2 OR EA046G = 3 OR EA046G = 4 OR
EA046H = 2 OR EA046H = 3 OR EA046H = 4 OR EA046I = 2 OR EA046I = 3 OR EA046I = 4 OR
EA046J = 2 OR EA046J = 3 OR EA046J = 4 OR EA046K = 2 OR EA046K = 3 OR EA046K = 4 OR
EA046L = 2 OR EA046L = 3 OR EA046L = 4 OR EA046M = 2 OR EA046M = 3 OR EA046M = 4 OR
EA046N = 2 OR EA046N = 3 OR EA046N = 4 THEN INC_CS2 = 2; /*EXPERIENCED BEHAVIOR*/
If INCWEB = .B THEN INC_CS2 = .B;

```

```

/* coding for INC_FAM2 variable */
inc_fam2 = 1; /*DID NOT EXPERIENCE BEHAVIOR*/
if EA046o = 2 OR EA046o = 3 OR EA046o = 4 OR EA045o = 2 OR EA045o = 3 OR EA045o = 4
or EA047o = 1 OR EA047P = 1 OR EA047Q = 1 OR EA047R = 1 OR EA047T = 1 OR EA047U = 1
or EA047X = 1 OR EA047Y = 1 OR EA047Z = 1 THEN inc_fam2 = 2; /*EXPERIENCED BEHAVIOR*/
If INCWEB = .B THEN inc_fam2 = .B;

```

```

/* coding for INC_MISC2 variable */
inc_misc2 = 1; /*DID NOT EXPERIENCE BEHAVIOR*/
if EA046o = 2 OR EA046o = 3 OR EA046o = 4 OR EA045o = 2 OR EA045o = 3 OR EA045o = 4
or EA048 = 2 THEN inc_misc2 = 2; /*EXPERIENCED BEHAVIOR*/
If INCWEB = .B then inc_misc2 = .B;

```

```

/* coding for INC_MS2 variable */
INC_MS2 = 1; /*DID NOT EXPERIENCE BEHAVIOR*/
IF EA045A = 2 OR EA045A = 3 OR EA045A = 4 OR EA045B = 2 OR EA045B = 3 OR EA045B = 4
OR EA045C = 2 OR EA045C = 3 OR EA045C = 4 OR EA045D = 2 OR EA045D = 3 OR EA045D = 4
OR EA045E = 2 OR EA045E = 3 OR EA045E = 4 OR EA045F = 2 OR EA045F = 3 OR EA045F = 4
OR EA045G = 2 OR EA045G = 3 OR EA045G = 4 OR EA045H = 2 OR EA045H = 3 OR EA045H = 4
OR EA045I = 2 OR EA045I = 3 OR EA045I = 4 OR EA045J = 2 OR EA045J = 3 OR EA045J = 4
OR EA045K = 2 OR EA045K = 3
OR EA045K = 4 OR EA045L = 2 OR EA045L = 3 OR EA045L = 4 OR EA045M = 2 OR EA045M = 3
OR EA045M = 4 OR EA045N = 2 OR EA045N = 3 OR EA045N = 4 OR
EA047A = 1 OR EA047B = 1 OR EA047C = 1 OR EA047D = 1 OR EA047E = 1 OR EA047F = 1
OREA047G = 1 OR EA047H = 1 OR EA047I = 1 OR EA047J = 1 OR EA047K = 1 OR EA047L = 1 OR
EA047M = 1 OR EA047N = 1 or EA047S = 1 OR EA047V = 1 OR EA047W = 1 THEN INC_MS2 = 2;
/*EXPERIENCED BEHAVIOR*/
If INCWEB = .B THEN INC_MS2 = .B;

/* coding for COMBO2 variable */
COMBO2 = 6;
IF INC_MS2 = 2 THEN COMBO2 = 1;
IF INC_CS2 = 2 THEN COMBO2 = 2;
IF INC_FAM2 = 2 THEN COMBO2 = 3;
IF (INC_MS2 = 2) AND (INC_CS2 = 2) THEN COMBO2= 4;
IF (INC_MS2 = 2) AND (INC_CS2 = 2) AND (INC_FAM2 = 2) THEN COMBO2 = 5;
IF (INC_MS2 = 2) AND (INC_FAM2 = 2) THEN COMBO2 = 5;
IF (INC_CS2 = 2) AND (INC_FAM2 = 2) THEN COMBO2 = 5;
IF INCIDENT = 1 THEN COMBO2 = 6;
If INCWEB = .B THEN COMBO2 = .B;

/* coding for COMBO3 variable */
COMBO3=COMBO;
IF COMBO IN (1 2 3 4 5) THEN COMBO3 = 2;
ELSE IF COMBO = 6 THEN COMBO3 = 1;
If INCWEB = .B THEN COMBO3 = .B;

/* coding for COMBO4 variable */
COMBO4 = COMBO2;
IF COMBO2 IN (1 2 3 4 5) THEN COMBO4 = 2;
ELSE IF COMBO2 = 6 THEN COMBO4 = 1;
if incweb = .b then COMBO4 = .b;

```

```

/* coding for COMBO5 variable */
COMBO5 = .;
IF (((((EA051A = 2 OR EA051C = 2) OR EA051E = 2) OR EA051F = 2) OR EA051G = 2) OR
EA051H = 2) THEN COMBO5 = 1;
IF (EA051B = 2 OR EA051D = 2) THEN COMBO5 = 2;
IF ((EA051I = 2 OR EA051J = 2) OR EA051K = 2) THEN COMBO5 = 3;
IF ((((((EA051A = 2 OR EA051C = 2) OR EA051E = 2) OR EA051F = 2) OR EA051G = 2) OR
EA051H = 2) AND (EA051B = 2 OR EA051D = 2)) THEN COMBO5= 4;
IF ((EA051B = 2 OR EA051D = 2) AND ((EA051I = 2 OR EA051J = 2) OR EA051K = 2)) THEN
COMBO5 = 5;
IF ((((((EA051A = 2 OR EA051C = 2) OR EA051E = 2) OR EA051F = 2) OR EA051G = 2) OR
EA051H = 2) AND (EA051B = 2 OR EA051D = 2) AND ((EA051I = 2 OR EA051J = 2) OR EA051K
= 2)) THEN COMBO5 = 5;
IF ((((((EA051A = 2 OR EA051C = 2) OR EA051E = 2) OR EA051F = 2) OR EA051G = 2) OR
EA051H = 2) AND ((EA051I = 2 OR EA051J = 2) OR EA051K = 2)) THEN COMBO5 = 5;
If INCWEB = .B THEN COMBO5= .B;

```

```

/* coding for EA031RA variable */
EA031RA = EA031;
IF EA031 = 0 THEN EA031RA = .;
If INCWEB = .B THEN EA031RA = .B;

```

```

/* coding for EA088R2 variable */
EA088R2 = EA088;
IF EA088 = 0 THEN EA088R2 = .;
If INCWEB = .B THEN EA088R2 = .B;

```

```

/* coding for REPORTA2 variable */
IF (EA065R2 = 2) OR (EA066R2 = 2) THEN REPORTA2 = 1;
IF (EA065R2 = 1) AND (EA066R2 = 2) THEN REPORTA2 = 2;
IF (EA065R2 = 2) AND (EA066R2 = 1) THEN REPORTA2 = 3;
IF (EA065R2 = 1) AND (EA066R2 = 1) THEN REPORTA2 = 4;
If INCWEB = .B THEN REPORTA2 = .B;

```

```

/* coding for EA072AR variable */
Array Old99r {15} EA072A EA072B EA072C EA072D EA072E EA076A EA076B EA076C EA076D
EA076E EA076F EA076G EA078A EA078B EA078C;
Array New99r {15} EA072AR EA072BR EA072CR EA072DR EA072ER EA076AR EA076BR EA076CR
EA076DR EA076ER EA076FR EA076GR EA078AR EA078BR
EA078CR;

```

```

Do JP = 1 to 15;
  If Old99r{JP}=1 then New99r{JP}=2; /**NO**/
  else if Old99r{JP}=2 then New99r{JP}=1; /**yes**/
  else if Old99r{JP}=99 then New99r{JP}=3; /**Don't know**/
  else New99r{JP}=Old99r{JP};
end;

```

```
Drop JP;
```

```
If INCWEB = .B THEN DO;
```

```

EA072AR= .B;
EA072BR= .B;
EA072CR= .B;
EA072DR= .B;
EA072ER = .B;
EA076AR = .B;
EA076BR = .B;
EA076CR = .B;
EA076DR = .B;
EA076ER = .B;
EA076FR = .B;
EA076GR= .B;
EA078AR = .B;
EA078BR = .B;
EA078CR= .B;

```

```
END;
```

```

/* coding for EA077R variable */
EA077R = EA077;
IF EA077 = 1 THEN EA077R = 2;
ELSE IF EA077 = 2 THEN EA077R = 1;
ELSE IF EA077 = 3 THEN EA077R = 3;
ELSE IF EA077 = 4 THEN EA077R = 4;
If INCWEB = .B THEN EA077R = .B;

```

```

/* coding for SRBAHR variable */
SRBAHR = SRBAH;
IF SRBAH IN (1 2) THEN SRBAHR = 1;
ELSE IF SRBAH IN (3 5) THEN SRBAHR = 2;
ELSE IF SRBAH IN (4 6) THEN SRBAHR = 3;
ELSE IF SRBAH IN (7 8) THEN SRBAHR = 4;
ELSE IF SRBAH = 9 THEN SRBAHR = 5;
IF INCWEB = .B THEN SRBAHR = .B;

```

```

/* coding for SREDR variable */
SREDR = SRED1;
IF SRED1 in (1, 2, 3) THEN SREDR = 1; /*No College*/
ELSE IF SRED1 in (4, 5, 6) THEN SREDR = 2; /*Some College*/

```

```

ELSE IF SRED1 in (7, 8, 9) THEN SREDR = 3; /*4-year degree/ Graduate/ Professional
Degree*/
If INCWEB = .B THEN SREDR = .B;

```

```

/* coding for XPAY5R variable */
XPAY5R = XPAY5;
IF XPAY5 = 3 AND XSVC2 = 2 AND XSEX = 2 THEN XPAY5R = .;
ELSE IF XPAY5 = 3 AND XSVC2 = 2 AND XRETH6 = 3 THEN XPAY5R = .;
ELSE IF XPAY5 = 3 AND XSVC2 = 2 AND XRETH6 = 4 THEN XPAY5R = .;
ELSE IF XPAY5 = 3 AND XSVC2 = 2 AND XRETH6 = 5 THEN XPAY5R = .;
ELSE IF XPAY5 = 3 AND XSVC2 = 2 AND XRETH6 = 6 THEN XPAY5R = .;
ELSE IF XPAY5 = 3 AND XSVC2 = 3 AND XRETH6 = 4 THEN XPAY5R = .;
ELSE IF XPAY5 = 3 AND XSVC2 = 3 AND XRETH6 = 5 THEN XPAY5R = .;
ELSE IF XPAY5 = 3 AND XSVC2 = 3 AND XRETH6 = 6 THEN XPAY5R = .;
ELSE IF XPAY5 = 5 AND XSVC2 = 3 AND XRETH6 = 5 THEN XPAY5R = .;
ELSE IF XPAY5 = 1 AND XSVC2 = 2 AND SRED1 = 7 THEN XPAY5R = .;
ELSE IF XPAY5 = 1 AND XSVC2 = 3 AND SRED1 = 7 THEN XPAY5R = .;
ELSE IF XPAY5 = 1 AND XSVC2 = 4 AND SRED1 = 1 THEN XPAY5R = .;
ELSE IF XPAY5 = 1 AND XSVC2 = 4 AND SRED1 = 7 THEN XPAY5R = .;
ELSE IF XPAY5 = 2 AND XSVC2 = 3 AND SRED1 = 7 THEN XPAY5R = .;
ELSE IF XPAY5 = 2 AND XSVC2 = 4 AND SRED1 = 1 THEN XPAY5R = .;
ELSE IF XPAY5 = 3 AND XSVC2 = 1 AND SRED1 = 1 THEN XPAY5R = .;
ELSE IF XPAY5 = 3 AND XSVC2 = 2 AND SRED1 = 7 THEN XPAY5R = .;
ELSE IF XPAY5 = 3 AND XSVC2 = 3 AND SRED1 = 1 THEN XPAY5R = .;
ELSE IF XPAY5 = 4 AND XSVC2 = 1 AND SRED1 = 3 THEN XPAY5R = .;
ELSE IF XPAY5 = 4 AND XSVC2 = 2 AND SRED1 = 1 THEN XPAY5R = .;
ELSE IF XPAY5 = 4 AND XSVC2 = 3 AND SRED1 = 2 THEN XPAY5R = .;
ELSE IF XPAY5 = 4 AND XSVC2 = 3 AND SRED1 = 3 THEN XPAY5R = .;
ELSE IF XPAY5 = 5 AND XSVC2 = 2 AND SRED1 = 2 THEN XPAY5R = .;
ELSE IF XPAY5 = 5 AND XSVC2 = 2 AND SRED1 = 3 THEN XPAY5R = .;
ELSE IF XPAY5 = 5 AND XSVC2 = 3 AND SRED1 = 2 THEN XPAY5R = .;
ELSE IF XPAY5 = 5 AND XSVC2 = 3 AND SRED1 = 3 THEN XPAY5R = .;
ELSE IF XPAY5 = 5 AND XSVC2 = 3 AND SRED1 = 4 THEN XPAY5R = .;
ELSE IF XPAY5 = 5 AND XSVC2 = 3 AND SRED1 = 5 THEN XPAY5R = .;
ELSE IF XPAY5 = 1 AND XSVC2 = 1 AND SRMARST = 4 THEN XPAY5R = .;
ELSE IF XPAY5 = 2 AND XSVC2 = 1 AND SRMARST = 4 THEN XPAY5R = .;
ELSE IF XPAY5 = 2 AND XSVC2 = 2 AND SRMARST = 4 THEN XPAY5R = .;
ELSE IF XPAY5 = 2 AND XSVC2 = 3 AND SRMARST = 4 THEN XPAY5R = .;
ELSE IF XPAY5 = 2 AND XSVC2 = 4 AND SRMARST = 4 THEN XPAY5R = .;
ELSE IF XPAY5 = 3 AND XSVC2 = 1 AND SRMARST = 4 THEN XPAY5R = .;
ELSE IF XPAY5 = 3 AND XSVC2 = 2 AND SRMARST = 2 THEN XPAY5R = .;
ELSE IF XPAY5 = 3 AND XSVC2 = 2 AND SRMARST = 3 THEN XPAY5R = .;
ELSE IF XPAY5 = 3 AND XSVC2 = 2 AND SRMARST = 5 THEN XPAY5R = .;
ELSE IF XPAY5 = 3 AND XSVC2 = 3 AND SRMARST = 2 THEN XPAY5R = .;
ELSE IF XPAY5 = 3 AND XSVC2 = 3 AND SRMARST = 5 THEN XPAY5R = .;
ELSE IF XPAY5 = 4 AND XSVC2 = 1 AND SRMARST = 4 THEN XPAY5R = .;
ELSE IF XPAY5 = 4 AND XSVC2 = 1 AND SRMARST = 4 THEN XPAY5R = .;
ELSE IF XPAY5 = 4 AND XSVC2 = 2 AND SRMARST = 4 THEN XPAY5R = .;
ELSE IF XPAY5 = 4 AND XSVC2 = 3 AND SRMARST = 2 THEN XPAY5R = .;
ELSE IF XPAY5 = 4 AND XSVC2 = 4 AND SRMARST = 4 THEN XPAY5R = .;
ELSE IF XPAY5 = 5 AND XSVC2 = 1 AND SRMARST = 4 THEN XPAY5R = .;
ELSE IF XPAY5 = 5 AND XSVC2 = 2 AND SRMARST = 4 THEN XPAY5R = .;
ELSE IF XPAY5 = 5 AND XSVC2 = 3 AND SRMARST = 2 THEN XPAY5R = .;
ELSE IF XPAY5 = 5 AND XSVC2 = 4 AND SRMARST = 2 THEN XPAY5R = .;
ELSE IF XPAY5 = 5 AND XSVC2 = 4 AND SRMARST = 4 THEN XPAY5R = .;

```



```

ELSE IF XPAY5 = 5 AND XSVC2 = 4 AND SRDULOC = 3 THEN XPAY5R = .;
ELSE IF XPAY5 = 5 AND XSVC2 = 4 AND SRDULOC = 6 THEN XPAY5R = .;
ELSE IF XPAY5 = 5 AND XSVC2 = 4 AND SRDULOC = 7 THEN XPAY5R = .;
ELSE IF XPAY5 = 5 AND XSVC2 = 4 AND SRDULOC = 8 THEN XPAY5R = .;
ELSE IF XPAY5 = 1 AND XSVC2 = 3 AND SRDULOC = 5 THEN XPAY5R = .;
ELSE IF XPAY5 = 5 AND XSVC2 = 4 AND SRDULOC = 5 THEN XPAY5R = .;
If INCWEB = .b then xpay5r = .b;

```

```

/* coding for SAMPLE variable */
SAMPLE = 1;

```

```

/* coding for DEPLYDY2 variable */
deplydy2 = deplydy;
If deplydy > 365 THEN deplydy2 = 365;
If INCWEB = .B THEN deplydy2 = .B;

```

```

/* coding for XSPRETH2 variable */
XSPRETH2 = .;
If EA034AR = 2 THEN XSPRETH2 = 1; /*NON-HISPANIC WHITE*/
ELSE IF EA034BR = 2 THEN XSPRETH2 = 2; /*TOTAL MINORITY*/
ELSE IF EA034CR = 2 THEN XSPRETH2 = 2; /*TOTAL MINORITY*/
ELSE IF EA034DR = 2 then XSPRETH2 = 2; /*TOTAL MINORITY*/
ELSE IF EA034ER = 2 THEN XSPRETH2 = 2; /*TOTAL MINORITY*/
ELSE IF EA034FR = 2 THEN XSPRETH2 = 2; /*TOTAL MINORITY*/
ELSE IF EA034MR = 2 THEN XSPRETH2 = 2; /*TOTAL MINORITY*/
If INCWEB = .B THEN XSPRETH2 = .B;

```

```

/* coding for SRRACE variable */
If SRRACEAR = 2 THEN SRRACE = 1; /*White*/
ELSE IF SRRACEBR = 2 THEN SRRACE = 2; /*Black*/
ELSE IF SRRACECR = 2 THEN SRRACE = 3; /*American Indian/Alaskan Native*/
ELSE IF SRRACEDR = 2 THEN SRRACE = 4; /*Asian*/
ELSE IF SRRACEER = 2 then SRRACE = 5; /*Native Hawaiian or other Pacific Islander*/
ELSE IF SRRACEMR = 2 THEN SRRACE = 6; /*Two or more*/
If INCWEB = .B THEN SRRACE = .B;

```

```

/* coding for SRRACE2 variable */
If SRRACASR = 2 THEN SRRACE2 = 1; /*White*/
ELSE IF SRRACBSR = 2 THEN SRRACE2 = 2; /*Black*/
ELSE IF SRRACCSR = 2 THEN SRRACE2 = 3; /*American Indian/Alaskan Native*/
ELSE IF SRRACDSR = 2 THEN SRRACE2 = 4; /*Asian*/
ELSE IF SRRACESR = 2 then SRRACE2 = 5; /*Native Hawaiian or other Pacific Islander*/
ELSE IF SRRACMSR = 2 THEN SRRACE2 = 6; /*Two or more*/
If INCWEB = .B THEN SRRACE2 = .B;

```

```

/* coding for SRRACE3 variable */
IF EA034AR = 2 THEN SRRACE3 = 1; /*White*/
ELSE IF EA034BR = 2 THEN SRRACE3 = 2; /*Black*/
ELSE IF EA034CR = 2 THEN SRRACE3 = 3; /*American Indian/Alaskan Native*/
ELSE IF EA034DR = 2 THEN SRRACE3 = 4; /*Asian*/
ELSE IF EA034ER = 2 THEN SRRACE3 = 5; /*Native Hawaiian or other Pacific Islander*/
ELSE IF EA034FR = 2 THEN SRRACE3 = 6; /*Spanish/Hispanic/Lation*/
ELSE IF EA034MR = 2 THEN SRRACE3 = 7; /*Two or more*/
If INCWEB = .B THEN SRRACE3 = .B;

```

```

/* coding for SRRACE4 variable */
IF EA034AR = 2 THEN SRRACE4 = 1; /*White*/
ELSE IF EA034BR = 2 THEN SRRACE4 = 2; /*Black*/
ELSE IF EA034CR = 2 THEN SRRACE4 = 3; /*American Indian/Alaskan Native*/
ELSE IF EA034DR = 2 THEN SRRACE4 = 4; /*Asian*/
ELSE IF EA034ER = 2 THEN SRRACE4 = 5; /*Other*/
ELSE IF EA034FR = 2 THEN SRRACE4 = 5; /*Other*/
ELSE IF EA034MR = 2 THEN SRRACE4 = 5; /*Other*/
If INCWEB = .B THEN SRRACE4 = .B;

```

```

/* coding for EA033R variable */
EA033R = ea033;
if ea033 in (1 2) then EA033R = 1;
else if ea033 = 3 then EA033R = 2;
else if ea033 = 5 then EA033R = 3;
else if ea033 = 6 then EA033R = 4;
else if ea033 in (4 7) then EA033R = 5;
If INCWEB = .b then EA033R = .b;

```

```

/* coding for EA045AR2 variable */
Array Old4515 {30} EA045A   EA045B   EA045C   EA045D   EA045E
                   EA045F   EA045G   EA045H   EA045I   EA045J
                   EA045K   EA045L   EA045M   EA045N   EA045O
                   EA046A   EA046B   EA046C   EA046D   EA046E
                   EA046F   EA046G   EA046H   EA046I   EA046J
                   EA046K   EA046L   EA046M   EA046N   EA046O;
Array New4515 {30} EA045AR2 EA045BR2 EA045CR2 EA045DR2 EA045ER2
                   EA045FR2 EA045GR2 EA045HR2 EA045IR2 EA045JR2
                   EA045KR2 EA045LR2 EA045MR2 EA045NR2 EA045OR2
                   EA046AR2 EA046BR2 EA046CR2 EA046DR2 EA046ER2
                   EA046FR2 EA046GR2 EA046HR2 EA046IR2 EA046JR2
                   EA046KR2 EA046LR2 EA046MR2 EA046NR2 EA046OR2;

Do LW = 1 to 30;
  if Old4515{LW}=4 then New4515{LW}=2; /**AT LEAST ONCE**/
  else if Old4515{LW}=3 then New4515{LW}=2; /**AT LEAST ONCE**/
  else if Old4515{LW}=2 then New4515{LW}=2; /**AT LEAST ONCE**/

else New4515{LW}=1; /**NEVER**/
end;
Drop LW;
If INCWEB = .B THEN DO;
  EA045AR2 = .B;
  EA045BR2 = .B;
  EA045CR2 = .B;
  EA045DR2 = .B;
  EA045ER2 = .B;
  EA045FR2 = .B;
  EA045GR2 = .B;
  EA045HR2 = .B;
  EA045IR2 = .B;
  EA045JR2 = .B;
  EA045KR2 = .B;
  EA045LR2 = .B;
  EA045MR2 = .B;
  EA045NR2 = .B;
  EA045OR2 = .B;
  EA046AR2 = .B;
  EA046BR2 = .B;
  EA046CR2 = .B;
  EA046DR2 = .B;
  EA046ER2 = .B;
  EA046FR2 = .B;
  EA046GR2 = .B;
  EA046HR2 = .B;
  EA046IR2 = .B;
  EA046JR2 = .B;
  EA046KR2 = .B;
  EA046LR2 = .B;
  EA046MR2 = .B;
  EA046NR2 = .B;
  EA046OR2 = .B;
END;

```

```

/* coding for EA055AR4 variable */
Array Old55R4 {7} EA055A EA055B EA055C EA055D EA055E EA055F EA055G;
Array New55R4 {7} EA055AR4 EA055BR4 EA055CR4 EA055DR4 EA055ER4 EA055FR4 EA055GR4;

Do ST = 1 to 7;
  If Old55R4{ST}=1 then New55R4{ST}=1; /**COLLAPSED SOME, MOST OF IT, NONE OF IT**/
  else if Old55R4{ST}=2 then New55R4{ST}=1; /**COLLAPSED SOME, MOST OF IT, NONE OF
IT**/
  else if Old55R4{ST}=3 then New55R4{ST}=1; /**COLLAPSED SOME, MOST OF IT, NONE OF
IT**/
  else if Old55R4{ST}=4 then New55R4{ST}=2; /**ALL OF IT**/
  else new55R4{ST}=Old55R4{ST};
  end;
Drop ST;
If INCWEB = .B THEN DO;
  EA055AR4 = .B;
  EA055BR4 = .B;
  EA055CR4 = .B;
  EA055DR4 = .B;
  EA055ER4 = .B;
  EA055FR4 = .B;
  EA055GR4 = .B;
END;

/* coding for EA090R3 variable */
ea090r3 = ea090r;
IF ea090r = 2 THEN ea090r3 = 2; /*slightly effective*/
else IF ea090r in (1 3 4) THEN ea090r3 = 1; /*Very effective, Moderately effective,
Not at all effective*/
If INCWEB = .B THEN ea090r3 = .B;

/* coding for EA090R4 variable */
ea090r4 = ea090r;
IF ea090r = 3 THEN ea090r4 = 2; /*moderately effective*/
else IF ea090r in (1 2 4) THEN ea090r4 = 1; /*Very effective, slightly effective, Not
at all effective*/
If INCWEB = .B THEN ea090r4 = .B;

/* coding for EA090R5 variable */
ea090r5 = ea090r;
IF ea090r = 4 THEN ea090r5 = 2; /*very effective*/
else IF ea090r in (1 2 3) THEN ea090r5 = 1; /*moderately effective, slightly
effective, Not at all effective*/
If INCWEB = .B THEN ea090r5 = .B;

```

```

/* coding for XRETH7R variable */
XRETH7R = XRETH7;
IF XRETH7 = 1 THEN XRETH7R = 1; /*NH AIAN*/
ELSE IF XRETH7 = 2 THEN XRETH7R = 2; /*NH ASIAN*/
ELSE IF XRETH7 = 3 THEN XRETH7R = 3; /*NH BLACK*/
ELSE IF XRETH7 = 4 THEN XRETH7R = 4; /*NH WHITE*/
ELSE IF XRETH7 = 5 THEN XRETH7R = 5; /*HISPANIC */
ELSE IF XRETH7 = 6 THEN XRETH7R = 6; /*NH TWO OR MORE */
ELSE IF XRETH7 = 7 THEN XRETH7R = 7; /*NH NHPI*/
If INCWEB = .B THEN XRETH7R = .B;

/* coding for XRETH7PW variable */
XRETH7PW = XRETH7;
IF XRETH7 = 5 THEN XRETH7PW = 3; /*HISPANIC */
ELSE IF XRETH7 = 1 THEN XRETH7PW = 4; /*NON-HISPANIC NATIVE AMERICAN OR ALASKAN
NATIVE*/
ELSE IF XRETH7 = 2 THEN XRETH7PW = 5; /*NON-HISPANIC ASIAN*/
ELSE IF XRETH7 = 3 THEN XRETH7PW = 2; /*NON-HISPANIC BLACK*/
ELSE IF XRETH7 = 4 THEN XRETH7PW = 1; /*NON-HISPANIC WHITE*/
ELSE IF XRETH7 = 7 THEN XRETH7PW = 6; /*HAWAIIAN PACIFIC ISLANDER*/
ELSE IF XRETH7 = 6 THEN XRETH7PW = 7; /*MORE THAN ONE RACE MARKED */
If INCWEB = .B THEN XRETH7PW = .B;

/* coding for EA054R variable */
if EA054 = 2 then EA054R = 2;
else if EA054 in (1 3) then EA054R = 1;

/* coding for EA058R variable */
if EA058 = 2 then EA058R = 2;
else if EA058 in(1 3) then EA058R=1;

/* coding for MILCIVR variable */
if MILCIV = 2 then MILCIVR = 2;
else if MILCIV in(1 3) then MILCIVR =1;

/* coding for EA061R variable */
if EA061 = 2 then EA061R = 2;
else if EA061 in(1 3) then EA061R =1;

/* coding for EA062R3 variable */
if EA062R2 = 2 then EA062R3 = 2;
else if EA062R2 in(1 3)then EA062R3 = 1;

/* coding for EA066R1 variable */
if EA066R = 2 then EA066R1 = 2;
else if EA066R in (1 3) then EA066R1 = 1;

```

```

/* coding for REPRTA21 variable */
if REPORTA2 = 1 then REPRTA21 = 2;
else if REPORTA2 in(2 3 4) then REPRTA21 = 1;

/* coding for REPRTA22 variable */
if REPORTA2 = 2 then REPRTA22 = 2;
else if REPORTA2 in(1 3 4) then REPRTA22 = 1;

/* coding for REPRTA23 variable */
if REPORTA2 = 3 then REPRTA23 = 2;
else if REPORTA2 in(1 2 4) then REPRTA23 = 1;

/* coding for REPRTA24 variable */
if REPORTA2 = 4 then REPRTA24 = 2;
else if REPORTA2 in(1 2 3) then REPRTA24 = 1;

/* coding for EA070R3 variable */
if EA070 = 2 then EA070R3 = 2;
if EA070 in(1 3) then EA070R3 = 1;

/* COMBO_6
Seperate Level 6 of COMBO
2 = Did not experience ANY racial/ethnic harassment or discrimination
1 = Other response
*/
IF COMBO > .Z then do;
  IF COMBO = 6 then COMBO_6 = 2;
  Else COMBO_6 = 1;
End;
IF INCWEB = .B THEN COMBO_6 = .B;

/* coding for COMBO2_6 variable */
/* COMBO2_6
Seperate Level 6 of COMBO2
2 = Did not experience ANY racial/ethnic harassment or discrimination
1 = Other response
*/
IF COMBO2 > .Z then do;
  IF COMBO2 = 6 then COMBO2_6 = 2;
  Else COMBO2_6 = 1;
End;
IF INCWEB = .B THEN COMBO2_6 = .B;

/* coding for XRETH2PI variable */
/* XRETH2PI
2 = NH Asian/Hawaiian Pacific Islander
1 = All Other Race(s)
*/
IF XRETH6PI IN (1 3 4 5 6) THEN XRETH2PI=1;
ELSE IF XRETH6PI = 2 THEN XRETH2PI=2;
else XRETH2PI=XRETH6PI;

```

```

/* coding for RACESEXPAY variable */
if XRETH7 >.Z and XSEX >.Z and XPAY5 >.Z then do;
  RACESEXPAY = (XRETH7*100)+ (XSEX*10) + XPAY5;
end;
if INCWEB = .B then RACESEXPAY = .B;

/* coding for RACESEXPAYR variable */
RACESEXPAYR=RACESEXPAY;
if RACESEXPAY in (113 123) then RACESEXPAYR=1;
if RACESEXPAY = 111 then RACESEXPAYR=2;
if RACESEXPAY = 112 then RACESEXPAYR=3;
if RACESEXPAY = 114 then RACESEXPAYR=4;
if RACESEXPAY = 115 then RACESEXPAYR=5;
if RACESEXPAY = 121 then RACESEXPAYR=6;
if RACESEXPAY = 122 then RACESEXPAYR=7;
if RACESEXPAY in (124 125) then RACESEXPAYR=8;
if RACESEXPAY in (213 223) then RACESEXPAYR=9;
if RACESEXPAY = 211 then RACESEXPAYR=10;
if RACESEXPAY = 212 then RACESEXPAYR=11;
if RACESEXPAY = 214 then RACESEXPAYR=12;
if RACESEXPAY = 215 then RACESEXPAYR=13;
if RACESEXPAY = 221 then RACESEXPAYR=14;
if RACESEXPAY = 222 then RACESEXPAYR=15;
if RACESEXPAY = 224 then RACESEXPAYR=16;
if RACESEXPAY = 225 then RACESEXPAYR=17;
if RACESEXPAY in (313 323) then RACESEXPAYR=18;
if RACESEXPAY = 311 then RACESEXPAYR=19;
if RACESEXPAY = 312 then RACESEXPAYR=20;
if RACESEXPAY = 314 then RACESEXPAYR=21;
if RACESEXPAY = 315 then RACESEXPAYR=22;
if RACESEXPAY = 321 then RACESEXPAYR=23;
if RACESEXPAY = 322 then RACESEXPAYR=24;
if RACESEXPAY = 324 then RACESEXPAYR=25;
if RACESEXPAY = 325 then RACESEXPAYR=26;
if RACESEXPAY in (413 423) then RACESEXPAYR=27;
if RACESEXPAY = 411 then RACESEXPAYR=28;
if RACESEXPAY = 412 then RACESEXPAYR=29;
if RACESEXPAY = 414 then RACESEXPAYR=30;
if RACESEXPAY = 415 then RACESEXPAYR=31;
if RACESEXPAY = 421 then RACESEXPAYR=32;
if RACESEXPAY = 422 then RACESEXPAYR=33;
if RACESEXPAY = 424 then RACESEXPAYR=34;
if RACESEXPAY = 425 then RACESEXPAYR=35;
if RACESEXPAY in (513 523) then RACESEXPAYR=36;
if RACESEXPAY = 511 then RACESEXPAYR=37;
if RACESEXPAY = 512 then RACESEXPAYR=38;
if RACESEXPAY = 514 then RACESEXPAYR=39;
if RACESEXPAY = 515 then RACESEXPAYR=40;
if RACESEXPAY = 521 then RACESEXPAYR=41;
if RACESEXPAY = 522 then RACESEXPAYR=42;
if RACESEXPAY = 524 then RACESEXPAYR=43;
if RACESEXPAY = 525 then RACESEXPAYR=44;
if RACESEXPAY in (613 623) then RACESEXPAYR=45;
if RACESEXPAY = 611 then RACESEXPAYR=46;
if RACESEXPAY = 612 then RACESEXPAYR=47;
if RACESEXPAY = 614 then RACESEXPAYR=48;
if RACESEXPAY = 615 then RACESEXPAYR=49;

```



```

if RACESEXPAY = 621 then RACESEXPAYR=50;
if RACESEXPAY = 622 then RACESEXPAYR=51;
if RACESEXPAY = 624 then RACESEXPAYR=52;
if RACESEXPAY = 625 then RACESEXPAYR=53;
if RACESEXPAY in (711 721) then RACESEXPAYR=54;
if RACESEXPAY in (712 722) then RACESEXPAYR=55;
if RACESEXPAY in (713,714,715,723,724,725) then RACESEXPAYR=56;

/* coding for SEX_B variable */
SEX_B=XSEX;
if RACESEXPAY in (113,123,213,223,313,323,413,423,513,523,613,623,713,723) then
SEX_B= .;

/* coding for PAY5L_B variable */
PAY5L_B=XPAY5;
if XPAY5 in (713,714,715,723,724,725) then PAY5L_B= .;

/* coding for PAY2L_B variable */
PAY2L_B=XPAY2;

/*-----
Creation of XRETH4
-----*/
XRETH4=XRETH7;
IF XRETH7=3 THEN XRETH4=1;/*BLACK*/
ELSE IF XRETH7=4 THEN XRETH4=2;/*WHITE*/
ELSE IF XRETH7=5 THEN XRETH4=3;/*HISPANIC*/
ELSE IF XRETH7 IN (1 2 6 7) then XRETH4=4;/*ALL OTHER*/
IF INCWEB=.B then XRETH4=.B;

```


Appendix K

Examples of Analysis


```

title1 ;
title2 '2005 Workplace and Equal Opportunity Survey of Active-Duty Members -- Proc
SurveyMeans and SurveyReg Examples';
title6 'THIS DATA IS SUBJECT TO THE RESTRICTIONS OF THE PRIVACY ACT OF 1974.';
title7 ;

options nocenter ls=126 ps=65 nodate;
libname sasin '.';
libname library '.';

/*-----*
This procedure gives unweighted counts of the full dataset broken out by
EligFlgW that can be used to verify that the dataset has been properly
imported. Use the counts below as a reference.

Eligible                32299
Ineligible                189
Non-response/frame ineligible  58536

*-----*/

title8 'Unweighted frequency of EligFlgW ';
proc freq data=sasin.WEOA05B;
tables EligFlgW /missing;

/*-----*
This procedure gives the weighted count of eligible & ineligible
respondents that can be used to verify that the dataset has been
properly imported. Use the counts below as a reference.

Eligible                1312934
Ineligible                6474.113

*-----*/

title8 'Weighted frequency of EligFlgW';
proc freq data=sasin.WEOA05B;
tables EligFlgW/missing;
weight RKW0;

/*-----*
This procedure creates a dataset to hold the stratum totals required by
Proc SurveyMeans and thus enabeling Proc SurveyMeans to apply the
finite population correction to variance estimtates.

*-----*/

proc means data=sasin.WEOA05B noprint;
  var _TOTAL_ ;
  output out=tots4fpc max=;
  class EligFlgW TVSTR;
run;

/*-----*
This procedure runs Proc SurveyMeans. Proc SurveyMeans uses Taylor
series variance estimates and is one of a few procedures in SAS that
applies sample design corrections to the estimated variances. Most

```

commonly available statistical programs have little or no capability to compensate for survey sample designs and produce inaccurate variance estimates.

In the example below Gender (XSSEX) is the dependent variable and is treated as class variable. EligFlgW and XSVCR are the independent variable. The results for EligFlgW show the estimated eligible and ineligible population totals for each sex. The EligFlgW*XSVCR show the estimated eligible and ineligible population totals for each sex by Service.

Note that weighted ineligible records need to be included in all domain definitions in order to properly estimate variances even though the point estimates for the ineligible records may be of no interest. SAS does provide a macro that enables Proc SurveyMeans to analyze sub-populations without printing the point estimates of unwanted domains while still include the unwanted domain information in variance estimates.

```
*-----*/
```

```
title8 'Weighted Percentages of Gender by Service with Taylor series corrected  
variance estimates';
```

```
proc SurveyMeans data=sasin.WEOA05B total=tots4fpc MEAN CLM nobsumwt;  
strata TVSTR;  
var XSEX ;  
class XSEX ;  
domain ELIGFLGW ELIGFLGW*XSVCR;  
weight RKW0;  
where EligFlgW in (1 2);  
run;
```

```
/*-----*
```

```
This procedure runs Proc SurveyReg and performs an analysis of variance  
on XSSEX where XSSEX is treated as an equal interval variable. Service is the  
class variable. Weighted ineligible cases are excluded from the analysis.
```

```
*-----*/
```

```
title8 'ANOVA of Gender by Service with Taylor series corrected variance  
estimates';
```

```
proc surveyreg data=sasin.WEOA05B total=tots4fpc;  
strata TVSTR;  
class XSVCR;  
model XSEX =XSVCR;  
weight RKW0;  
where ELIGFLGW=1;  
run;
```

```
endsas;
```

Appendix L

Crosswalk of WEOA to Previous Active-Duty Member

2005 WEOA	Question Text	1995 SHS	1996 EOS Q	2002 WGR	2004 WGR-R
1	Voluntary Informed Consent				
2	In what Service were you on active duty on Month Day, 2005?	7~	5~	6~	6~
3	Are you Male or Female?	1	1	1	1
4	What is your current paygrade?	8	6	7	7
5	Are you Spanish/Hispanic/Latino?	4	8~	3	3
6	What is your race?	5~	9~	4	4
7	What is your ancestry or ethnic origin?				
8	What is the highest degree or level of school that you have completed?	3~	2~	2~	2~
9	What is your marital status?	6~	13~	5	5
10	How many years have you been married to your current spouse? If you are not married, how long have you been in a relationship with your current significant other (that is, girlfriend or boyfriend)?				
11	Is your spouse/significant other Spanish/Hispanic/Latino?		17~		
12	What race is your spouse/significant other?		18~		
13	Do you have a child, children, or other legal dependents based on the definition above?				
14	In general, has your <u>life</u> been better or worse than you expected when you first entered the military?			14	13~
15	In general, has your <u>work</u> been better or worse than you expected when you first entered the military?			15	14~
16	Suppose that you have to decide whether to stay on active duty. Assuming you could stay, how likely is it that you would choose to do so?	10~	28~	11~	11~
17	Does your <u>spouse or significant other</u> think you should stay on or leave active duty?				
18	Does your <u>family</u> think you should stay on or leave active duty?				

2005 WEOA	Question Text	1995 SHS	1996 EOS Q	2002 WGR	2004 WGR-R
19	How many years of active-duty service have you completed (including enlisted, warrant officer, and commissioned officer time)?	9~	7	8	9~
20	Do you have children 10 or older with whom you talk about careers, jobs, and education?			20	
21	When you talk with your children about their future, do you encourage them to consider the military?			21	
22a	If you had a <u>close personal friend</u> considering active-duty military service, would you recommend that he/she join? A friend who is White	11~^		19a^	18~^
22b	If you had a <u>close personal friend</u> considering active-duty military service, would you recommend that he/she join? A friend who is Black or African American	11~^		19b^	
22c	If you had a <u>close personal friend</u> considering active-duty military service, would you recommend that he/she join? A friend who is American Indian or Alaska Native	11~^			
22d	If you had a <u>close personal friend</u> considering active-duty military service, would you recommend that he/she join? A friend who is Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)	11~^			
22e	If you had a <u>close personal friend</u> considering active-duty military service, would you recommend that he/she join? A friend who is Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)	11~^			

2005 WEOA	Question Text	1995 SHS	1996 EOS Q	2002 WGR	2004 WGR-R
22f	If you had a <u>close personal friend</u> considering active-duty military service, would you recommend that he/she join? A friend who is Spanish/Hispanic/Latino	11~^			
23	Are you currently in a military work environment where members of your race/ethnicity are uncommon?				
24	Overall, how satisfied are you with the military way of life?				16
25a	Agree/Disagree: I enjoy serving in the military				
25b	Agree/Disagree: Serving in the military is consistent with my personal goals				
25c	Agree/Disagree: If I left the military, I would feel like I'm starting all over again				
25d	Agree/Disagree: I would feel guilty if I left the military				
25e	Agree/Disagree: Generally, on a day-to-day basis, I am happy with my life in the military				
25f	Agree/Disagree: It would be difficult for me to leave the military and give up the benefits that are available in the Service				
25g	Agree/Disagree: I would not leave the military right now because I have a sense of obligation to the people in it				
25h	Agree/Disagree: I really feel as if the military's values are my own				
25i	Agree/Disagree: I would have difficulty finding a job if I left the military				
25j	Agree/Disagree: Generally, on a day-to-day basis, I am proud to be in the military				
25k	Agree/Disagree: If I left the military, I would feel like I had let my country down				

2005 WEOA	Question Text	1995 SHS	1996 EOS Q	2002 WGR	2004 WGR-R
25l	Agree/Disagree: I continue to serve in the military because leaving would require considerable sacrifice				
25m	Agree/Disagree: I feel like being a member of the military can help me achieve what I want in life				
25n	Agree/Disagree: One of the problems with leaving the military would be the lack of available alternatives				
25o	Agree/Disagree: I am committed to making the military my career				
25p	Agree/Disagree: Your Service's evaluation/selection system is effective in promoting its best members		27b~		
25q	Agree/Disagree: You are proud to tell others that you are a member of your Service	16~	27d~		
26	Where is your permanent duty station located? Mark one.	35~, 36~	10~	23~	
27	Where do you live at your permanent duty station? Mark one.		11~	24~	
28	In the <u>past 12 months</u> , how many nights have you been away from your permanent duty station because of your military duties? To indicate none, enter "0".			25~,26~, 28~	
29a	Since Sept. 11, 2001, have you been deployed on following operations: Operation Noble Eagle				
29b	Since Sept. 11, 2001, have you been deployed on following operations: Operation Enduring Freedom				
29c	Since Sept. 11, 2001, have you been deployed on following operations: Operation Iraqi Freedom				
29d	Since Sept. 11, 2001, have you been deployed on following operations: Other			27k~	

2005 WEOA	Question Text	1995 SHS	1996 EOS Q	2002 WGR	2004 WGR-R
30	Have you been deployed to a combat zone or other area where you drew imminent danger or hostile fire pay since Sept. 11, 2001?				
31	How many days have you been deployed to a combat zone or other area where you drew imminent danger or hostile fire pay since Sept. 11, 2001?				
32	Are you currently on a deployment of 30 days or more?				
33	What is the paygrade of your immediate supervisor in your current military work group?				40
34	What is the race/ethnic background of your immediate supervisor in your current military work group? White	38~^	24~	32^	39~^
35a	Agree/Disagree: You trust your supervisor.	55~			
35b	Agree/Disagree: Your supervisor ensures that all assigned personnel are treated fairly.	56~		35o~	
35c	Agree/Disagree: There is very little conflict between your supervisor and the people who report to him/her	57~			
35d	Agree/Disagree: Your supervisor evaluates your work performance fairly.	58~			
35e	Agree/Disagree: Your supervisor assigns work fairly in your work group.	60~			
35f	Agree/Disagree: You are satisfied with the direction/supervision you receive.		26d~		
36	In your opinion, have you had a mentor while in the military?				
37a	Agree/Disagree: There is very little conflict among your coworkers.	59~		39a	44a~

2005 WEOA	Question Text	1995 SHS	1996 EOS Q	2002 WGR	2004 WGR-R
37b	Agree/Disagree: Your coworkers put in the effort required for their jobs.	62~		39c	44b~
37c	Agree/Disagree: The people in your work group tend to get along.			39e	44c~
37d	Agree/Disagree: The people in your work group are willing to help each other.			39f	44d~
37e	Agree/Disagree: You are satisfied with the relationships you have with your coworkers	67~	26e~	39d	
37f	Agree/Disagree: You put more effort into your job than your coworkers do				
38a	Agree/Disagree: I know what is expected of me at work			35a	42a
38b	Agree/Disagree: I have the materials and equipment I need to do my work right			35b	42b
38c	Agree/Disagree: At work, I have the opportunity to do what I do best every day			35c	42c~
38d	Agree/Disagree: In the last 7 days, I have received recognition or praise for doing good work			35d	42d
38e	Agree/Disagree: My supervisor, or someone at work, seems to care about me as a person			35e	42e
38f	Agree/Disagree: There is someone at work who encourages my development			35f	42f
38g	Agree/Disagree: At work, my opinions seem to count			35g	42g
38h	Agree/Disagree: The mission/purpose of my Service makes me feel my job is important			35h	42h
38i	Agree/Disagree: My coworkers are committed to doing quality work			35i	42i
38j	Agree/Disagree: I have a best friend at work			35j	42j
38k	Agree/Disagree: In the last 6 months, someone at work has talked to me about my progress			35k	42k

2005 WEOA	Question Text	1995 SHS	1996 EOS Q	2002 WGR	2004 WGR-R
38l	Agree/Disagree: This last year, I have had opportunities at work to learn and to grow			35l	42l
38m	Agree/Disagree: At my workplace, a person's job opportunities and promotions are based only on work-related characteristics			35m	42m
38n	Agree/Disagree: My supervisor helps everyone in my work group feel included			35n	42n
38o	Agree/Disagree: I trust my supervisor to deal fairly with issues of equal treatment at my workplace			35o	42o
38p	At my workplace, all employees are kept well informed about issues and decisions that affect them			35p	42p
39a	Agree/Disagree: Your work provides you with a sense of pride.	52~		39g	
39b	Agree/Disagree: Your work makes good use of your skills.	53~		39h	
39c	Agree/Disagree: You like the kind of work you do.	68~	26f~	35j	
39d	Agree/Disagree: Your job gives you the chance to acquire valuable skills.	69~	26g~	39k	
39e	Agree/Disagree: You are satisfied with your job as a whole	70~	26h~	39l	
40a	How well prepared are <u>you</u> to perform your wartime job?	22~, 23~		45~, 46~	46~
40b	How well prepared is <u>your unit</u> to perform its wartime mission?				47~
41a	How would you rate <u>your</u> current level of morale?				
41b	How would you rate the current level of morale <u>in your unit</u> ?				
42a	Agree/Disagree: Service members in your unit really care about each other				
42b	Agree/Disagree: Service members in your unit work well as a team				

2005 WEOA	Question Text	1995 SHS	1996 EOS Q	2002 WGR	2004 WGR-R
42c	Agree/Disagree: Service members in your unit pull together to get the job done				
42d	Service members in your unit trust each other				
43a	In the past month, how often have you... been upset because of something that happened unexpectedly?				52a
43b	In the past month, how often have you...felt that you were unable to control the important things in your life?				52b
43c	In the past month, how often have you...felt nervous and stressed?				52c
43d	In the past month, how often have you...felt confident about your ability to handle your personal problems?				52d
43e	In the past month, how often have you...felt that things were going your way?				52e
43f	In the past month, how often have you...found that you could not cope with all of the things you had to do?				52f
43g	In the past month, how often have you...been able to control irritations in your life?				52g
43h	In the past month, how often have you...felt that you were on top of things?				52h
43i	In the past month, how often have you...been angered because of things that were outside of your control?				52i
43j	In the past month, how often have you...felt difficulties were piling up so high that you could not overcome them?				52j
44a	True/false: I am as healthy as anybody I know	25~		50a	48a
44b	True/false: I seem to get sick a little easier than other people	24~		50b	48b

2005 WEOA	Question Text	1995 SHS	1996 EOS Q	2002 WGR	2004 WGR-R
44c	True/false: I expect my health to get worse	26~		50c	48c
44d	True/false: My health is excellent	27~		50d	48d
45A	Military personnel: Made unwelcome attempts to draw you into an offensive discussion of racial/ethnic matters?	71c~^	29aa~	55c~^	
45B	Military personnel: Military personnel: Told stories or jokes which were racist or depicted your race/ethnicity negatively?	71a~^	29ba~	55a~^	
45C	Were condescending to you because of your race/ethnicity?	71k~^	29ca~	55i~^	
45D	Military personnel: Put up or distributed materials (for example, pictures, leaflets, graffiti, music, stories) which were racist or showed your race/ethnicity negatively?		29da~		
45E	Military personnel: Displayed tattoos or wore distinctive clothes which were racist?		29ea~		
45F	Military personnel: Did not include you in social activities because of your race/ethnicity?		29fa~		
45G	Military personnel: Made you feel uncomfortable by hostile looks or stares because of your race/ethnicity?	71l~^	29ga~		
45H	Military personnel: Made offensive remarks about your appearance (for example, about skin color) because of your race/ethnicity?	71f~^	29ha~		
45I	Military personnel: Made remarks suggesting that people of your race/ethnicity are not suited for the kind of work you do?	71i~^	29ia~		
45J	Military personnel: Made other offensive remarks about your race/ethnicity (for example, referred to your race/ethnicity with an offensive name)?	71y~^	29ja~	55b~^	

2005 WEOA	Question Text	1995 SHS	1996 EOS Q	2002 WGR	2004 WGR-R
45K	Military personnel: Vandalized your property because of your race/ethnicity?		29ka~		
45L	Military personnel: Made you feel threatened with retaliation if you did not go along with things that were racially/ethnically offensive to you?		29la~		
45M	Military personnel: Physically threatened or intimidated you because of your race/ethnicity?		29ma~		
45N	Military personnel: Assaulted you physically because of your race/ethnicity?		29na~	55r~^	
45O	Military personnel: Bothered or hurt <u>any of your family</u> in the ways listed above because of your or your family's race/ethnicity?		29oa~		
46A	Civilians: Made unwelcome attempts to draw you into an offensive discussion of racial/ethnic matters?	71c~^	29ab~	55c^	
46B	Civilians: Told stories or jokes which were racist or depicted your race/ethnicity negatively?	71a~^	29bb~	55a~^	
46C	Civilians: Were condescending to you because of your race/ethnicity?	71k~^	29cb~	55i~^	
46D	Civilians: Put up or distributed materials (for example, pictures, leaflets, graffiti, music, stories) which were racist or showed your race/ethnicity negatively?		29db~		
46E	Civilians: Displayed tattoos or wore distinctive clothes which were racist?		29eb~		
46F	Civilians: Did not include you in social activities because of your race/ethnicity?		29fb~		
46G	Civilians: Made you feel uncomfortable by hostile looks or stares because of your race/ethnicity?	71l~^	29gb~		

2005 WEOA	Question Text	1995 SHS	1996 EOS Q	2002 WGR	2004 WGR-R
46H	Civilians: Made offensive remarks about your appearance (for example, about skin color) because of your race/ethnicity?	71f~^	29hb~		
46I	Civilians: Made remarks suggesting that people of your race/ethnicity are not suited for the kind of work you do?	71i~^	29ib~		
46J	Civilians: Made other offensive remarks about your race/ethnicity (for example, referred to your race/ethnicity with an offensive name)?	71y~^	29jb~	55b~^	
46K	Civilians: Vandalized your property because of your race/ethnicity?		29kb~		
46L	Civilians: Made you feel threatened with retaliation if you did not go along with things that were racially/ethnically offensive to you?		29lb~		
46M	Civilians: Physically threatened or intimidated you because of your race/ethnicity?		29ma~		
46N	Civilians: Assaulted you physically because of your race/ethnicity?		29na~	55r~^	
46O	Civilians: Bothered or hurt <u>any of your family</u> in the ways listed above because of your or your family's race/ethnicity?		29oa~		
47A	Past 12 Mo: You were rated lower than you deserved on your last evaluation.		30a~	54a	55a
47B	Past 12 Mo: Your last evaluation contained unjustified negative comments.		30b~	54b	55b
47C	Past 12 Mo: You were held to a higher performance standard than others.		30c~	54c	55c
47D	Past 12 Mo: You did not get an award or decoration given to others in similar circumstances.		30d~	54d	55d

2005 WEOA	Question Text	1995 SHS	1996 EOS Q	2002 WGR	2004 WGR-R
47E	Past 12 Mo: Your current assignment has not made use of your job skills.		30e~	54e	55e
47F	Past 12 Mo: You were not able to attend a major school needed for your specialty.		30f~		
47G	Past 12 Mo: You did not get to go to short (1- to 3- day) courses that would provide you with needed skills		30g~		
47H	Past 12 Mo: You received lower grades than you deserved in your training.		30h~		
47I	Past 12 Mo: You did not get a job assignment that you wanted because of scores that you got on tests		30i~		
47J	Past 12 Mo: Your current assignment is not good for your career if you continue in the military.		30j~	54f	55f
47K	Past 12 Mo: You did not receive day-to-day, short-term tasks that would help you prepare for advancement.		30k~	54g	55g
47L	Past 12 Mo: You did not have a professional relationship with someone who advised (mentored) you on career development or advancement.		30l~	54h	55h
47M	Past 12 Mo: You did not learn <u>until it was too late</u> of opportunities that would help your career.		30m~	54i	55i
47N	Past 12 Mo: You were unable to get straight answers about your promotion possibilities.		30n~	54j	55j
47O	Past 12 Mo: You or your family were discriminated against when seeking non-government housing		30o~		
47P	Past 12 Mo: You or your family were made to feel unwelcome by a local business (for example, a store or restaurant)		30p~		

2005 WEOA	Question Text	1995 SHS	1996 EOS Q	2002 WGR	2004 WGR-R
47Q	Past 12 Mo: You or your family did not get appropriate medical care		30q~		
47R	Past 12 Mo: You or your family got poorer military support service (for example, at commissaries, exchanges, clubs, and rec centers) than others did		30r~		
47S	Past 12 Mo: You were excluded by your peers from social activities		30s~	54k	55k~
47T	Past 12 Mo: Local civilian police harassed you or your family without cause		30t~		
47U	Past 12 Mo: You or your family were watched more closely than others were by armed forces police		30u~		
47V	Past 12 Mo: You were taken to non-judicial punishment or court martial when you should not have been.		30v~		
47W	Past 12 Mo: You were punished for something that others did without being punished.		30w~		
47X	Past 12 Mo: You were afraid for you or your family to go off the installation because of gang activity		30x~		
47Y	Past 12 Mo: You were afraid for you or your family to go off the installation for other reasons		30y~		
47Z	Past 12 Mo: You were afraid for you or your family because of gang activity on the installation		30z~		
48	Other bad, race/ethnic experiences during the past 12 months?		31		
49	Would you say that you and/or your family experienced racial/ethnic harassment or discrimination in what you said happened in the Personal Experiences questions?				56~^
50	Do you think that DoD and your Service have a responsibility to prevent the racial/ethnic harassment or discrimination which YOU MARKED AS HAPPENING TO YOU OR YOUR FAMILY?		32~		

2005 WEOA	Question Text	1995 SHS	1996 EOS Q	2002 WGR	2004 WGR-R
51A	Most bothersome during past 12 Mo.: Offensive encounters with military personnel, DoD/Service employees and/or contractors (for example, your exposure to offensive race/ethnic-related speech, pictures/printed material, non-verbal looks, or dress)	73~^	33~	57a, b, c~^	57a, b, c~^
51B	Most bothersome during past 12 Mo.: Harm or threat of harm from military personnel, DoD/Service employees and/or contractors (for example, your experience(s) of race/ethnic-related threats, intimidation, vandalism, or physical assault)	73~^			
51C	Most bothersome during past 12 Mo.: Assignment/career discrimination (for example, your experience(s) of racial/ethnic discrimination in assignments, daily tasks, availability of mentorship, access to information about career opportunities or promotion potential)	73~^			
51D	Most bothersome during past 12 Mo.: Evaluation discrimination (for example, your experience(s) of race/ethnic-motivated negative evaluations, differences in performance standards, and distribution of awards/decorations)	73~^			
51E	Most bothersome during past 12 Mo.: Undue punishment (for example, your experience(s) of nonjudicial punishment, or additional punishment(s) because of your race/ethnicity)	73~^			
51F	Most bothersome during past 12 Mo.: Training/testing discrimination (for example, your experience(s) of unfair training scores, and/or lack of access to schools/training because of your race/ethnicity)	73~^			

2005 WEOA	Question Text	1995 SHS	1996 EOS Q	2002 WGR	2004 WGR-R
51G	Most bothersome during past 12 Mo.: Offensive encounters with civilians around your installation (for example, your exposure to offensive race/ethnic-related speech, pictures/printed material, non-verbal looks, or dress)	73~^			
51H	Most bothersome during past 12 Mo.: Harm or threat of harm from civilians around your installation (for example, your experience(s) of race/ethnic-related threats, intimidation, vandalism, or physical assault)	73~^			
51I	Most bothersome during past 12 Mo.: Discrimination by service providers (for example, your or your family's experience(s) of race/ethnic-motivated poorer customer service in civilian/military stores, lack of access to non-governmental housing, and scrutiny from civilian/military police)	73~^			
51J	Most bothersome during past 12 Mo.: Safety concerns (for example, your or your family's safety fears on- or off-installation of gang activity or safety fears motivated by other reasons)	73~^			
51K	Most bothersome during past 12 Mo.: Other race/ethnic-related experiences (for example, any other ways in which you or your family have been bothered/hurt by military personnel, DoD/Service employees and/or contractors, and/or civilians around your installation)	73~^			
52	Would you say that you and/or your family experienced racial/ethnic harassment or discrimination in what you said happened in the situation that bothered you most?				72~^
53A	Situation: Annoying?	84a	40a~	58a	60a
53B	Situation: Offensive?	84b	40b	58b	60b

2005 WEOA	Question Text	1995 SHS	1996 EOS Q	2002 WGR	2004 WGR-R
53C	Situation: Disturbing?	84c	40c	58c	60c
53D	Situation: Threatening?	84d	40d	58d	60d
53E	Situation: Disillusioning?				
54	Who experienced this situation?				
55A	Where and when did this situation occur? At a military installation	74~	38a~	59a	61a
55B	Where and when did this situation occur? At your military work (the place where you perform your military duties)	75~	38b~	59b	61b
55C	Where and when did this situation occur? During duty hours	76~	38c~	59c	
55D	Where and when did this situation occur? In a work environment where members of your racial/ethnic background are uncommon	85d~			
55E	Where and when did this situation occur? While you were deployed				61d~
55F	Where and when did this situation occur? In the local community around an installation		38d~	59d	61g~
55G	Where and when did this situation occur? At your current permanent duty station	88~			
56	Do you know who did it?	78~			
57	Did more than one person do it?	77~			62~
58	What was the gender of the person(s)?	80	38~	60	63~
59A	Race/ethnic background of the person(s) who did it: White	79~	39~		
59B	Race/ethnic background of the person(s) who did it: Black or African American				
59C	Race/ethnic background of the person(s) who did it: American Indian or Alaska Native				
59D	Race/ethnic background of the person(s) who did it: Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)				

2005 WEOA	Question Text	1995 SHS	1996 EOS Q	2002 WGR	2004 WGR-R
59E	Race/ethnic background of the person(s) who did it: Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)				
59F	Race/ethnic background of the person(s) who did it: Spanish/Hispanic/Latino				
60A	Who did it: Your immediate supervisor?	78a, b~	42a~	61a~	67a
60B	Who did it: Your unit commander?	78c~	42b~	61c~	67b
60C	Who did it: Other military person(s) of higher rank/grade than you?	78d~	42c~	61d~	67c~
60D	Who did it: Your military coworker(s)?	78f~	42d~	61f~	67d
60E	Who did it: Your military subordinate(s)?	78h~		61h~	67e
60F	Who did it: Other military person(s)?	78k~	42j~	61l~	67g
60G	Who did it: DoD/Service civilian employee(s)?		42g~		67h
60H	Who did it: DoD/Service civilian contractor(s)?		42h~		67i
60I	Who did it: Person(s) in the local community	78n~			
61	How often did the event(s) occur?		42~	62	68
62	How long did this situation last, or if continuing, how long has it been going on?	82	43	63	69~
63A	Did you: Try to ignore the behavior	99a~	45a~		
63B	Did you: Try to avoid the person(s) who bothered you?	99b~	45b~	65a	71a
63C	Did you: Try to forget it?			65b	71b
63D	Did you: Tell the person(s) to stop?	99c~	45c~	65k~	71k
63E	Did you: Ask someone else to speak to the person(s) for you?	99d~	45d~		
63F	Did you: Settle it yourself physically?		45f~		
63G	Did you: Act as though it did not bother you?	99f~	45g~		

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63H	Did you: call a hotline for advice/information?	99g~	45h~		
63I	Did you: Request a transfer?	99i~	45i~		
63J	Did you: Think about getting out of your Service?				
63K	Did you: Accomplish less than you would like at work?				
64	Did the situation involve only civilians off an installation?		46~		
65	Did you report the situation to any civilian community officials, offices, or courts?		47~		73a,b,c~
66	Did you discuss/report this situation to any installation/Service/DoD individuals or organizations?			66e~	
67A	Did you report situation to following installation/Service/DoD individuals or orgs: Your immediate supervisor	100a~	48a~	66a	74a
67B	Did you report situation to following installation/Service/DoD individuals or orgs: Someone else in your chain-of-command	100c~	48b~	66b	74b~
67C	Did you report situation to following installation/Service/DoD individuals or orgs: Someone in the chain-of-command of the person(s) who did it	100b~	48c~		74c~
67D	Did you report situation to following installation/Service/DoD individuals or orgs: Special military office responsible for handling these kinds of complaints (for example, Military Equal Opportunity or Civil Rights Office)	100e~	48e~	66d	74d
67E	Did you report situation to following installation/Service/DoD individuals or orgs: Other person or office with responsibility for follow-up		48h~	66e	74e~

2005 WEOA	Question Text	1995 SHS	1996 EOS Q	2002 WGR	2004 WGR-R
67F	Did you report situation to following installation/Service/DoD individuals or orgs: Chaplain, counselor, or health care provider			65i~	
68A	Actions taken in response to your reporting: Person(s) who bothered you was/were talked to about the behavior	101a~	50a~	68a	76a
68B	Actions taken in response to your reporting: Your complaint was/is being investigated	101b~	50e~	68b	76b
68C	Actions taken in response to your reporting: The situation was resolved informally				
68D	Actions taken in response to your reporting: The rules on harassment and discrimination were explained to everyone in the unit/office/place where the problem had occurred				
68E	Actions taken in response to your reporting: You were encouraged to drop the complaint	101c~	50f~	68c	76c
68F	Actions taken in response to your reporting: Your complaint was discounted or not taken seriously	101d~	50g~	68d	76d~
68G	Actions taken in response to your reporting: Members of your chain-of-command were hostile toward you		50h~		
68H	Actions taken in response to your reporting: Your coworkers were hostile toward you	101f~	50i~		
68I	Actions taken in response to your reporting: No action was taken			68e	76e
68J	Actions taken in response to your reporting: You do not know what action was taken	101i~	50l~		
69A	Satisfied: Availability of information about how to file a complaint?	103a^	51a~	69a	77a
69B	Satisfied: Availability of information about how to follow-up on a complaint				

2005 WEOA	Question Text	1995 SHS	1996 EOS Q	2002 WGR	2004 WGR-R
69C	Satisfied: Treatment by personnel handling your complaint	103b^	51b~	69b	77b
69D	Satisfied: Amount of time it took/is taking to resolve your complaint	103c^	51c~	69c	77c
69E	Satisfied: How well you were/are kept informed about the progress of your complaint	103d^	51d~	69d	77d
69F	Satisfied: Degree to which your privacy was/is being protected			69e	77e
69g	Satisfied: Complaint process overall	103f^	51f~		
70	Do you feel that your chances of having a successful military career will be affected by making this report?	106	52		
71	Was your complaint found to be true?	104b~		71a	79
72A	Outcome of complaint: The outcome of your complaint was explained to you			71d	80a
72B	Outcome of complaint: The situation was corrected	104d~	54b~	71e	80b
72C	Outcome of complaint: Some action was taken against the person(s) who bothered you	104e~	54c~	71f	80c
72D	Outcome of complaint: Nothing was done about the complaint	104g~	54e~	71g	80d
72E	Outcome of complaint: Action was taken against you	104f~	54d~	71h	80e
73	Satisfied: Outcome of complaint	105	55	72	81
74	Report all of the behaviors you experienced to one of the installation/Service/DoD individuals or organizations?			73~	82~
75A	Reasons for not reporting: Was not important enough to report	107b~	56~	74a	83a
75B	Reasons for not reporting: You did not know how to report	107c~		74b	83b
75C	Reasons for not reporting: You felt uncomfortable making a report			74c	83c
75D	Reasons for not reporting: You took care of the problem yourself	107d~		74d	83d

2005 WEOA	Question Text	1995 SHS	1996 EOS Q	2002 WGR	2004 WGR-R
75E	Reasons for not reporting: You did not think anything would be done	107e~		74f	83f~
75F	Reasons for not reporting: You thought you would not be believed	107h~		74g	83g~
75G	Reasons for not reporting: You thought reporting would take too much time and effort	107j~		74j	83j
75H	Reasons for not reporting: You thought you would be labeled a troublemaker	107l~		74k	83k~
75I	Reasons for not reporting: You thought it would make your work situation unpleasant	107i~			
75J	Reasons for not reporting: You thought your performance evaluation or chance for promotion would suffer	107r~		74o	83o~
75K	Reasons for not reporting: You were afraid of retaliation/reprisals from the person(s) who did it or from their friends			74p, q~	83p, q~
75L	Reasons for not reporting: You were afraid of retaliation/reprisals from your chain-of-command			74r~	83r~
75M	Reasons for not reporting: You did not know the identity of the person(s) who did it				
75N	Reasons for not reporting: Situation only involved civilian(s) off an installation				
76A	Did any of the following things happen in response to how you handled the situation: You were ignored or shunned by others at work			75a~	84a
76B	Did any of the following things happen in response to how you handled the situation: You were blamed for the situation			75b	84b
76C	Did any of the following things happen in response to how you handled the situation: You were given less favorable job duties			75e	84e

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76D	Did any of the following things happen in response to how you handled the situation: You were denied an opportunity for training			75f	84f
76E	Did any of the following things happen in response to how you handled the situation: You were given an unfair job performance appraisal			75g~	84g
76F	Did any of the following things happen in response to how you handled the situation: You were denied a promotion			75i	84i
76G	Did any of the following things happen in response to how you handled the situation: You were transferred to a less desirable job			75j	84j
77	Do you consider ANY of the things which YOU MARKED AS HAPPENING TO YOU in response to how you handled the situation to have been retaliation for reporting your experience?				
78A	Persons make honest and reasonable efforts to stop disc/harassment: Senior leadership of my Service	110a	59a~	79a	85a~^
78B	Persons make honest and reasonable efforts to stop disc/harassment: Senior leadership of my installation/ship	110b	59b~	79b	85b~^
78C	Persons make honest and reasonable efforts to stop disc/harassment: My immediate supervisor	110c	59c~	79c	85c~^
79	Military paid too much or too little attention to racial/ethnic harassment and discrimination during the past several years?		60~		
80A	Extent: Would members of your work group feel free to report racial/ethnic harassment and discrimination without fear of reprisals?	113~	61b~		

2005 WEOA	Question Text	1995 SHS	1996 EOS Q	2002 WGR	2004 WGR-R
80B	Extent: Would complaints about racial/ethnic harassment and discrimination be taken seriously?			83c~^	90c~^
80C	Extent: Would people be able to get away with racial/ethnic harassment and discrimination?		61a~		
80D	Extent: Are policies forbidding racial/ethnic harassment and discrimination publicized?			83a~^	90a~^
80E	Extent: Are complaint procedures related to racial/ethnic harassment and discrimination publicized?	109f~		83b~^	90b~^
81	At your current duty station, would you know how to report experiences of race/ethnic harassment and/or discrimination?	114~			
82A	At installation/ship extent: Would Service members feel free to report racial/ethnic harassment and discrimination without fear of reprisals?		61b~		
82B	At installation/ship extent: Would complaints about racial/ethnic harassment and discrimination be taken seriously?			83j~^	90j~^
82C	At installation/ship extent: Would people be able to get away with racial/ethnic harassment and discrimination?		61a~		
82D	At installation/ship extent: Are policies forbidding racial/ethnic harassment and discrimination publicized?			83h~^	90h~^
82E	At installation/ship extent: Are complaint procedures related to racial/ethnic harassment and discrimination publicized?			83i~^	90i~^
82F	At installation/ship extent: Availability of complaint hotlines publicized?			83o~^	90o~^

2005 WEOA	Question Text	1995 SHS	1996 EOS Q	2002 WGR	2004 WGR-R
82G	At installation/ship extent: Do people feel free to sit wherever they choose in dining halls regardless of race/ethnicity?		61e~		
82H	At installation/ship extent: Do people feel free to use any recreation facilities regardless of race/ethnicity?		61f~		
82I	At installation/ship extent: Are racist/extremist organizations or activities a problem?		67a~		
82J	At installation/ship extent: Are hate crimes/activities a problem?		67c~		
82K	At installation/ship extent: Are gang activities a problem?				
82L	At installation/ship extent: Are racist/extremist organizations or activities a problem in the local community around your installation?		67b~		
82M	At installation/ship extent: Are hate groups/extremist activities a problem in the local community around your installation?				
83A	Extent: feel uneasy being around people who are of race/ethnicities different from yours?		62a		
83B	Extent: felt pressure from Service members who are of your race/ethnicity not to socialize with members of other race/ethnic groups?		62b		
83C	Extent: feel comfortable interacting with people from different race/ethnic groups?		62c		
84A	Have you tried to avoid an assignment in the military because you thought you might be subjected to racial/ethnic harassment or discrimination at a Command or on an installation/ship?		63~		

2005 WEOA	Question Text	1995 SHS	1996 EOS Q	2002 WGR	2004 WGR-R
84B	Have you tried to avoid an assignment in the military because you thought you might be subjected to racial/ethnic harassment or discrimination in the local community around an installation?				
85A	Past 12 mo, been involved in a racial confrontation on your installation/ship?		64~		
85B	Past 12 mo, been involved in a racial confrontation in the local community around your installation??		65~		
86A	How would you rate race relations in your work group?				
86B	How would you rate race relations at your installation/ship?		61c~		
86C	How would you rate race relations in your Service?				
86D	How would you rate race relations in the local community around your installation?		61d~		
87	Have you had any training from military sources during the past 12 months on topics related to racial/ethnic harassment and discrimination?	129~	69a-e~	80~^	86~^
88	In the past 12 months, how many times have you had training from military sources on topics related to racial/ethnic harassment and discrimination?	130~	70~	81~^	87~^
89A	Agree/Disagree: My Service's training provides a good understanding of what words and actions are considered racial/ethnic harassment and discrimination	131a~		82a~^	88a~^
89B	Agree/Disagree: My Service's training teaches that racial/ethnic harassment and discrimination reduces the cohesion and effectiveness of your Service as a whole			82b~^	88b~^

2005 WEOA	Question Text	1995 SHS	1996 EOS Q	2002 WGR	2004 WGR-R
89C	Agree/Disagree: My Service's training identifies behaviors that are offensive to others and should not be tolerated			82d~^	88d~^
89D	Agree/Disagree: My Service's training gives useful tools for dealing with racial/ethnic harassment and discrimination.			82e~^	88e~^
89E	Agree/Disagree: My Service's training explains the process for reporting racial/ethnic harassment and discrimination				
89F	Agree/Disagree: My Service's training makes you feel it is safe to complain about offensive, race/ethnic-related situations			82f~^	88f~^
89G	Agree/Disagree: My Service's training promotes cross-cultural awareness				
89H	Agree/Disagree: My Service's training provides information about policies, procedures, and consequences of racial/ethnic harassment and discrimination			82g~^	88g~^
89I	Agree/Disagree: My Service's training provides information on your Service's policies on participation in hate groups/gangs/extremist activities.				
89J	Agree/Disagree: My Service's training promotes religious tolerance				
90	How effective was the training you received in actually reducing/preventing behaviors which might be seen as racial/ethnic harassment and discrimination?	131b~	72~		89~^
91A	Opps for people of your race/ethnicity better in mil or civilian: Promotion opportunities		73A~		
91B	Opps for people of your race/ethnicity better in mil or civilian: Pay and benefits		73B~		

2005 WEOA	Question Text	1995 SHS	1996 EOS Q	2002 WGR	2004 WGR-R
91C	Opps for people of your race/ethnicity better in mil or civilian: Fair performance evaluations		73C~		
91D	Opps for people of your race/ethnicity better in mil or civilian: Education and training opportunities		73D~		
91E	Opps for people of your race/ethnicity better in mil or civilian: Quality of life		73E~		
91F	Opps for people of your race/ethnicity better in mil or civilian: Fair administration of criminal justice		73F~		
91G	Opps for people of your race/ethnicity better in mil or civilian: Chance to show pride in yourself		73G~		
91H	Opps for people of your race/ethnicity better in mil or civilian: Chance to show pride in your race/ethnic group		73H~		
91I	Opps for people of your race/ethnicity better in mil or civilian: Freedom from harassment		73I~		
91J	Opps for people of your race/ethnicity better in mil or civilian: Freedom from discrimination		73J~		
91K	Opps for people of your race/ethnicity better in mil or civilian: Freedom from extremism/hate crimes		73K~		
91L	Opps: Race/ethnic relations overall		73L~		
92	Do you have friends of a different race/ethnicity with whom you socialize in your home/quarters?		74		
93	Do you have close personal friends who are of a different race/ethnicity than yours?		75		

2005 WEOA	Question Text	1995 SHS	1996 EOS Q	2002 WGR	2004 WGR-R
94	Compared to right before you entered the military, do you have more or fewer close personal friends who are of a race/ethnicity different from yours?		76		
95	In your opinion, have race/ethnic relations in our nation gotten better or worse over the last 5 years?		77	85~^	91~^
96A	Opportunities in our nation gotten better or worse over the last 5 years for...: Blacks or African Americans		79a		
96B	Opportunities in our nation gotten better or worse over the last 5 years for...: American Indians or Alaska Natives		79c		
96C	Opportunities in our nation gotten better or worse over the last 5 years for...: Asians, Native Hawaiians or Pacific Islanders		79d		
96D	Opportunities in our nation gotten better or worse over the last 5 years for...: Spanish/Hispanic/Latinos		79b		
96E	Opportunities in our nation gotten better or worse over the last 5 years for...: Arab Americans				
96F	Opportunities in our nation gotten better or worse over the last 5 years for...: Whites		79e		
96G	Opportunities in our nation gotten better or worse over the last 5 years for...: Muslims				
97	In your opinion, how often does racial/ethnic harassment and discrimination occur in the military now, as compared with a few years ago?	132~^		87~^	93~^
98	In your opinion, have race/ethnic relations in the <u>military</u> gotten better or worse over the last 5 years?		78	86~^	92~^
99A	Opportunities in the military gotten better or worse over the last 5 years for...: Blacks or African Americans		79f~		

2005 WEOA	Question Text	1995 SHS	1996 EOS Q	2002 WGR	2004 WGR-R
99B	Opportunities in the military gotten better or worse over the last 5 years for...: American Indians or Alaska Natives		79h~		
99C	Opportunities in the military gotten better or worse over the last 5 years for...: Asians, Native Hawaiians or Pacific Islanders		79i~		
99D	Opportunities in the military gotten better or worse over the last 5 years for...: Spanish/Hispanic/Latinos		79g~		
99E	Opportunities in the military gotten better or worse over the last 5 years for...: Arab Americans				
99F	Opportunities in the military gotten better or worse over the last 5 years for...: Whites		79j~		
99G	Opportunities in the military gotten better or worse over the last 5 years for...: Muslims				
100	Email address			88	95
101	Comments	134	80	90	97

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13. SUPPLEMENTARY NOTES						
14. ABSTRACT The 2005 Workplace and Equal Opportunity Survey of Active-Duty Members (WEOA2005) was designed to both estimate the level of racial/ethnic harassment/discrimination and provide information on a variety of consequences of racial/ethnic harassment/discrimination. This codebook describes the survey's sampling, fielding, weighting and the construction of reporting variables.						
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